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Research Bulletin

OF THE

National Education Association

Can The Nation Afford to Educate Its Children..... 69

Why School Costs Appear Burdensome..... 78

Salary Schedules and Public School Efficiency..... 83

Salaries Paid in Cities in 1923..... 85

Table of Contents..... 68

Appendix..... 130

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FOREWORD

DO SCHOOL costs threaten the Nation's financial solvency? Are we allowing too many children the opportunities that come from attendance in the upper grades and in high school? Have the American people given the public school too high a place among the institutions ministering to the satisfaction of worthy human needs? These are questions which the American people are called upon to answer.

Fortunately the time is passing when such questions need be answered wholly on the basis of prejudice or unverified opinion. Tabulated facts and tested thought are rapidly becoming the basis of educational procedure. He who arrives at important educational conclusions, disregarding the facts, retards rather than advances school progress.

The National Education Association in publishing this Bulletin adds to the facts that are available in dealing with the problems of educational finance. The first part of the Bulletin presents figures as to the Nation's wealth and educational expenditures. They furnish a sound basis for conclusions as to the ability of the country to afford the expense of giving every child an educational opportunity. The second part of the Bulletin presents tabulations showing the salaries being paid in city school systems in all types of positions.

The inquiry, which made this salary information available, is representative of a type of endeavor that is becoming characteristic of the Association. The need for the inquiry was recognized by the President of the Association who appointed a salary committee and placed in its hands the responsibility for making an investigation of the salary situation. This Committee determined the scope and method of making the study and then placed in the hands of the Research Division the actual work of collecting and tabulating data.

The advantages of this type of procedure are these: (*a*) Investigations of the Association are directed and formulated by school experts of vision and experience, (*b*) The valuable time of Committee members is given wholly to the broader aspects of their studies rather than to the details of collecting and tabulating data, (*c*) Information collected becomes available promptly, in good form, for the use of school people in general and (*d*) Committee reports are based upon carefully collected data and concern themselves with the proper interpretation of these data.

I look upon this Bulletin as one of the most valuable that has been issued by the Association. Other bulletins have made information available as to minima, maxima and other features of salary schedules. This Bulletin reveals how the schedules have actually been applied in terms of salaries paid.

J. W. CRABTREE,
Secretary, National Education Association.

TABLE OF CONTENTS

	PAGE
Can the Nation Afford to Educate Its Children	69
Tables 1 to 8	70 to 76
Why School Costs Appear Burdensome	78
Tables 9 and 10	80 to 81
Salary Schedules and Public School Efficiency	83
Table 11	84
Salaries Paid in Cities in 1922–23	86
Median Salaries in Cities by States, tables 12 to 16	86 to 90
Distributions of Salaries paid kindergarten teachers, tables 17 to 21	91 to 94
Distributions of Salaries paid elementary teachers, tables 22 to 26	95 to 99
Distributions of Salaries paid junior high teachers, tables 27 to 31	100 to 104
Distributions of Salaries paid senior high teachers, tables 32 to 36	105 to 109
Distributions of Salaries paid non-supervising elementary principals, tables 37 to 41	110 to 113
Distributions of Salaries paid supervising principals, tables 42 to 44	114 to 116
Distributions of Salaries paid junior high principals, tables 45 to 49	117 to 118
Distributions of Salaries paid senior high principals, tables 50 to 54	119 to 122
Salaries of Administrative Officers, Directors and Supervisors in cities over 100,000 in population, tables 55 to 57	123 to 129
Salaries paid Administrative Officers in cities 30,000 to 2,500 in population, tables 58 to 61	126 to 127
Salaries paid Directors and Supervisors in cities 30,000 to 2,500 in population, tables 62 to 65	128 to 129
Appendix	130 to 135
General Explanation of tables	130
List of cities answering inquiry	130 to 134
Selected Bibliography on Salaries	135

Can The Nation Afford To Educate Its Children?

It would be difficult to find another twenty-five pages which raise as many fundamental educational issues as those which occur on pages 93 to 117 in the last Annual Report of the President and of the Treasurer of the Carnegie Foundation for the Advancement of Teaching.

Have the American people exalted the value of the social training given by the schools to an unwarranted extent?

Have the schools brought in and retained great numbers of pupils whose intellectual endowment is ill-suited for formal study?

Should the schools courageously eliminate great numbers of children at an earlier age and point to other openings in life such as those offered in the trades?

Has there been too great an "enrichment" of the curriculum, that is, has the school attempted to give instruction and training in too many fields?

These, briefly stated, are some of the questions that are brought out into the open by the Carnegie Report in the section headed, "The Rising Cost of Education." The author gives his opinion as to what the answers should be in a manner that is both clear and definite.

Had the Report ended with this it would have been a solid contribution toward the solution of some of our most pressing educational problems. Attempts to get such questions as these clearly before the American people are to be commended, and the opinions of the best thinkers of the Nation are badly needed in answering them.

The author of the Report, however, is not content to raise these questions and to indicate what he believes the answers should be—leaving it to the American people to make the final decision as to the merit of his answers. He insists that economic limitations are such that his answers must be accepted. The schools are already "sorely taxing the ability of the American people to pay for them." Therefore, it is out of the question to continue along present lines. The schools must be reorganized and the *first essential* in any educational reorganization is a reduction of school costs.

Is this conclusion based on the facts? Do figures as to the cost of education and the ability of the Nation to pay for education support this attitude? The matter is of sufficient importance to justify a careful analysis of the main conclusions of the Report concerning the cost of education and a presentation of the facts and figures which bear upon them.

The first of the principal conclusions arrived at in the Report may be stated as follows: *The cost of the schools is enormous and is sorely taxing the ability of the American people to support them.*

This opinion is emphasized repeatedly by such statements as:

"The ability of the public to support expensive forms of education has been sorely taxed", p. 97.

"It is necessary today that those in charge of our agencies of education should realize that, generous as is the American public, the day is here when education must reckon with economic necessity", p. 97.

"Under the enormous load of taxation that society carries today communities will rise against the burdensome cost of public education", p. 116.

"That it (the public school) will be endangered within a comparatively short time is evident, unless the cost of public education shall be brought within a limit of expense which the public can bear . . .", p. 116.

Is there justification for the belief that the cost of the public schools is enormous and is sorely taxing the ability of the American people to support them?

WHILE IT is true that the educational budget has increased more rapidly than the population, it is not true that it has increased more rapidly than the wealth of the community. On the contrary, it may be affirmed, with little fear of contradiction, that from the economist's point of view the growth of prosperity in the United States as a whole has been so enormous as to make the proportion of educational expenditures to the real wealth of the community actually smaller than it was in past decades.—*Edwin R. A. Seligman, Trained Men, December, 1921, page 205.*

The figures in Table 1, are pertinent to this question. They give estimates both of the Nation's wealth and of its expenditures for education. The following statements are based on these figures:

1. The cost of all public elementary and secondary schools in 1920 was four tenths of one per cent of the Nation's wealth.

2. The cost of all public elementary and secondary schools in 1920 was one and five tenths per cent of the Nation's income in 1919 and one and four tenths per cent of the Nation's income in 1920.

3. The cost of all public elementary and secondary schools in 1920 was less than seven per cent of the amount of money lying in the "saving accounts" of the banks of the Nation in 1921, a year when the recent business depression was most acute.

The word enormous is, of course, a relative term. In order to decide whether a Nation's educational expenditures are enormous they should be compared with that Nation's ability to pay for education. A billion dollars spent for education in a Nation with an annual income of seventy billions is, of course, a different matter than would be a similar expenditure in a Nation such as the United Kingdom with an estimated annual ncome of twenty-five billions.

The fact is that the United States during the war decade devoted something less than two per cent of its yearly income to education. If this represents an enormous educational expenditure for a civilized Nation, the statements of the Carnegie Report are justified, if it is not, they are unjustified.

In this connection it is also pertinent to present figures as to the cost of other things for which the Nation feels able to pay. The percentage of a Nation's annual supply of goods and services that can be devoted to any particular purpose is not fixed, except that it cannot be greater than the total income. The pleasure loving nation may expend great sums for the provision of amusements. The militaristic Nation may expend billions for armament. It is all a question of relative values.

The question of how much the United States should spend for education is, likewise, a relative one. Civilized countries generally rate the value of education high. The question of whether any National expenditure is enormous involves at the outset a decision as to the relative values of many different things. A Nation pays for what it values highly.

The figures of Table 2 indicate the cost of some of the things for which the Nation has felt able to pay. One large item can be classed under the head of luxuries, including the articles listed in Table 3. The Nation also considers it desirable to support many forms of public service other than education. Under this is included a number of large amounts such as expenditures for past wars, the current expenses of the army and navy, and the construction and maintenance of roads.

TABLE 1.—THE NATION'S WEALTH AND EDUCATIONAL EXPENDITURES

National wealth in 1920	$250,578,155,336
National income in 1919	66,252,601,000
National income in 1920	70,000,000,000
Savings Deposits in 1921	16,618,595,000
Educational Expenditures in 1920	1,036,151,209

The estimate of National wealth in 1920 is based upon the last Census estimate of wealth, that of 1912, *Wealth, Debt and Taxation* Vol. 1, assuming that the increase between the eight years following 1912 was as great as between the years 1904 and 1912; see J. A. H. Keith, Educational Opportunity as Related to School Revenue, *Pennsylvania School Journal*, January, 1923, p. 194. The estimate given is probably conservative since other estimates of the wealth of the United States in 1920 place it at over $350,000,000,000; see W. R. Ingalls, *Wealth and Income of the American People*, p. 310. National income in 1919 is the figure issued by the National Bureau of Economic Research in *Income in the United States*, National income in 1920 is independently estimated on the advice of one of the best informed economists at present working in the field. It is $2,000,000,000 lower than an estimate recently made by the National Industrial Conference Board. The estimates of savings deposits for 1921 is that given in the *Journal of the American Bankers Association*, July, 1922, by Leo Day Woodworth. Educational expenditures include the cost of all public elementary and secondary schools according to the U. S. Bureau of Education, Bulletin, 1922, No. 29, p. 42.

The figures of this table justify the following statements:

1. The Nation in 1920 spent seventeen dollars for luxuries for every dollar that it spent for education.

2. In 1920 the Nation spent eight and one half dollars for other forms of public service for every dollar it spent for public elementary and secondary schools.

If an expenditure of a billion dollars for education sorely taxes the resources of a Nation that finds it possible to expend seventeen billions for luxuries and nine billions for other forms of public service, then the statements of the Carnegie Report are justified, if not they are unjustified.

The second of the main opinions arrived at in the Report may be stated as follows: *The relative burden of supporting the schools increased between 1910 and 1920.*

This conclusion is reiterated in such statements as these:

"In the decade ending with 1920 the cost of all public schools has shown an enormous increase", p. 96.

"For one reason and another the cost of the schools . . . has risen by leaps and bounds in the last decade . .", p. 97.

"The evident and natural causes that make the cost of education in 1920 not only absolutely greater, but relatively greater than in 1910 have been mentioned", p. 100.

"It is perfectly clear that if the demands of the schools continue to increase at the present rate, or, as seems more probable, at an increased rate, the financial inability of society to pay the cost will in a measurable time bring radical curtailments", p. 116.

Is there justification for the belief that the relative burden of supporting the schools increased enormously between 1910 and 1920? Table 4 gives figures pertinent to this question.

TABLE 3.—ESTIMATED ANNUAL EXPENDITURES FOR LUXURIES, 1920.

Candy	$1,000,000,000
Tobacco	2,111,000,000
Soft Drinks	350,000,000
Perfumery and Cosmetics	750,000,000
Admissions to theatres, dues, etc.	800,000,000
Ice Cream	2[illegible]0,000,000
Cakes, Confections, etc.	350,000,000
Luxurious Services	3,000,000,000
Luxuries in hotels and restaurants	750,000,000
Luxurious food, etc.	5,000,000,000
Joy riding, races, pleasure resorts, etc.	3,000,000,000
Cost of Luxuries	$17,361,000,000
School Expenditures	1,036,000,000

The figures as to the expenditures for luxuries are taken from a statement issued by the Treasury Department, June 11, 1920. The figures as to the cost of education are the same as those given in Table 1.

The figures in the table do not reveal any radical change since 1910 in the percentage of the Nation's income that is going to our schools. The percentage of the Nation's income devoted to education in 1918 and 1920 was practically the same as that expended in the years preceding our entrance into the world war. They give no support to the conclusion that the relative burden of supporting the schools increased between 1910 and 1920.

A third general opinion arrived at in the Report may be stated as follows: *The cause of the rapid increase in school costs has been primarily the result of certain mistaken educational conceptions on the part of the public and the teachers and a lessening of these costs depends upon the correction of these conceptions.*

TABLE 2.—EDUCATIONAL EXPENDITURES AND OTHER EXPENDITURES IN 1920

Expenditures for Luxuries	$17,361,000,000
Expenditures for all Governmental Activities, except Education	8,884,614,781
Expenditures for Education 1920	1,036,151,209

The estimated expenditures for luxuries are those issued by the Secretary of the Treasury, June 11, 1920. Expenditures for all governmental purposes, including education in 1920, was $9,920,766,000 according to *Taxation and National Income*, issued by the National Industrial Conference Board, New York City, page 14. The subtraction of school costs in the same year results in the figures given here. Expenditures for Education for 1920 taken from U. S. Bureau of Education Bulletin, 1922, No. 29, p. 42. Expenditures for all of the items given in this table are not available for years later than 1920. The National Industrial Conference Board estimates all governmental expenditures in 1921, including education, at $9,373,595,000. No reliable figures as to the total cost of public education subsequent to 1920 are available. Just what changes have taken place in the relative amounts expended for the items listed in this table cannot, therefore, be stated at the present time. It can be stated with certainty, however, that educational expenditures in 1922 constituted a minor fraction of the total expenditures for public purposes.

This point is brought out in a discussion which differentiates between the *normal factors* in the increased cost of education, such as, increase in population, greater cost of modern school facilities and increased salaries, and the *invisible causes* which rise out of "educational theories and strivings of the day," such as "the admission of great numbers of pupils, ill-fitted for the higher and more expensive schools" and "the so-called 'enrichment' of the curriculum."

That the invisible factors are primarily responsible for the increase in the cost of education is brought out in such statements as these:

"The rise in the cost of education has come in a large measure out of a transformation of the notion of what a school is for . . .", p. 102.

". . . a second cause which has perhaps done more to increase the cost of public education than any other factor is the so-called 'enrichment' of the curriculum", p. 101.

"These educational theories [enrichment of curriculum, etc.] are those which have added most to the high cost of education", p. 102.

In analysing the trend of the cost of the schools during the last decade it is important to make a distinction between increases in school costs measured in dollars, which are largely fictitious, and real increases in school costs.

The figures of Table 4 reveal that during the last decade there was no general tendency on the part of the schools to consume an increased proportion of the Nation's supply of wealth and services. Therefore, there was no real increase in school costs during this decade in the sense that they constituted a greater relative burden on the Nation. Any explanation of the increasing cost of the schools must, therefore, be an explanation of a fictitious increase in the burden of school costs, the result of the fluctuation of the purchasing power of the dollar, rather than an explanation of an actual increase in this burden.

The depreciation in the purchasing power of the dollar between 1910 and 1920 had the effect of causing a fictitious rise in the cost of nearly everything when that cost is measured in dollars. Index numbers of the United States Department of Labor and other reliable agencies indicate that the purchasing power of the dollar of 1920 was less than half of what it was in 1910. This rapid depreciation of the dollar makes fallacious any unqualified comparison of pre-war costs stated in dollars, with costs in 1920 stated in dollars.

The National income in the pre-war year, 1913, was thirty-one billions; in 1920 seventy billions. Uninterpreted this appears to be an "enormous increase." It, however, does not mean that the actual amount of the Nation's resources in 1920 was over twice as great as in 1913. Most of the apparent increase was fictitious rather than real. This fact is clearly pointed out by the National Bureau of Economic Research which estimates the National income measured in dollars in 1913 at thirty-one billions and in 1919 at sixty six billions, but states "that all of the extraordinary gains in money income after the United States entered the

TABLE 4.—NATIONAL INCOME AND SCHOOL COSTS

Year	National income	Expenditures for education	Per cent of income spent for education
1	2	3	4
1910	$31,400,000,000	$426,250,434	1.36
1912	33,000,000,000	482,886,793	1.46
1914	33,200,000,000	555,077,146	1.67
1916	45,400,000,000	640,717,053	1.41
1918	61,000,000,000	763,678,089	1.25
1920	70,000,000,000	1,036,151,209	1.48

The National income estimates are those issued by the National Bureau of Economic Research in *Income in the United States*, except for 1920. This figure is independently estimated as explained in Table 1. It is two billions below the estimate of the National Income for 1920 given on page 30 of *Taxation and National Income*, recently issued by the National Industrial Conference Board. The educational expenditures are those officially issued by the U. S. Bureau of Education and include the cost of all public elementary and secondary schools.

war were due to fluctuation in prices."[1] The Bureau concludes that the 1919 income at the price level of 1913 was thirty-seven billions rather than sixty-six billions. The apparent enormous increase in National income in this period the Bureau states to be "an illusion so far as current production of serviceable goods is concerned."[1]

The Carnegie Report on page 94 recognizes this fact in minimizing the increase in National income, but wholly neglects to discuss its relation to school expenditures.

The fact is equally applicable in considering the so-called "enormous increase" in the cost of public education. The schools cost a half billion in 1913 and a billion in 1920. This does not mean that the percentage of the Nation's income devoted to the provision of schools in 1920 was twice what it was in 1913. Most of the apparent increase was fictitious rather than real. It may be said "that all of the extraordinary gains in money costs of the schools after the United States entered the war were due to fluctuations in prices" and that the apparent increase in school expenditures in this period is "an illusion so far as the current consumption of serviceable goods is concerned."

Recognizing, then, that there has been little if any real growth in the burden of school costs, only a fictitious, dollar increase, it is desirable to analyse this increase in more detail. Table 5 presents an analysis of the cause of this fictitious increase in school costs between 1913 and 1920.

In column 4 of this table is given the increase in school costs, in dollars, necessary to offset the depreciation of the dollar during the war period. Between 1913 and 1914 the cost of the schools measured in dollars increased $33,530,771. In the same year the depreciation of the dollar was such that any sum of dollars to retain their purchasing power had to be increased three per cent, since $103 was required to purchase in 1914 what $100 would purchase in 1913 (see index numbers, Table 8 column 3). Three per cent of the school expenditures of 1913, $521,546,375, is $15,646,391. The schools, therefore, gained $17,884,380 between 1913 and 1914 in their power to command a supply of serviceable goods. Between 1913

[1] *Income in the United States*, National Bureau of Economic Research, Mitchell, King, et al., pp. 74 and 78.

TABLE 5.—AN ANALYSIS OF THE FICTITIOUS INCREASE IN SCHOOL COSTS DURING THE WAR PERIOD

Year	Cost of public education	Increase in cost of public education over 1913	Increase necessary to provide for depreciation of dollar	Gain or loss in purchasing power of school revenues due to depreciation of dollar
1	2	3	4	5
1913	$521,546,375			
1914	555,077,146	$33,530,771	$15,646,391	$17,884,380 gain
1915	605,461,785	83,915,410	26,077,319	57,838,091 gain
1916	640,717,053	119,170,678	93,878,347	25,292,331 gain
1917	702,197,000	180,650,625	219,049,477	38,398,852 loss
1918	763,678,089	242,131,714	385,944,317	143,812,603 loss
1919	895,000,000	373,453,625	516,330,911	142,877,286 loss
1920	1,036,151,209	514,604,834	521,546,375	6,941,541 loss

The figures of column 2 are from the *Statistical Abstract of the United States, 1921*, p. 119, except for the years 1917 and 1919, which are estimated. They represent expenditures for all public elementary and secondary schools by school years; the expenditures given for 1913 being for the school year 1912–13, etc. The amounts in column 4 are based upon the index numbers as to the purchasing power of the dollar issued by the United States Department of Labor in *Prices and Cost of Living, 1923*, p. 131. Due to the depreciation of the dollar between 1913 and 1914, it would have been necessary to increase the $521,546,375 spent in 1913 by $15,646,391 in 1914 in order to give it the same purchasing power since according to the index numbers of the purchasing power of the dollar (see Table 8, column 3) it required $103 to purchase in 1914 what $100 would purchase in 1913. Since the increase was actually $33,530,771, the money appropriated for schools in 1914 represented a gain in purchasing power of $17,884,380, as given in column 5. Similar figures are given for each year on the 1913 base.

and 1920 the cost of the schools increased $514,604,834. The depreciation of the dollar during this period was sufficient to justify an increase of $521,456,375 over the 1913 expenditure or a total appropriation of $1,043,092,750. The expenditure for education was actually $6,941,541 less than this, however, which represents the difference in the purchasing power of the total expenditure in 1920 as compared with that of 1913, in spite of the fact that the total sum, stated in dollars, had nearly doubled.

The figures in Table 5 indicate the real reason back of the fictitious increase in the cost of the Nation's schools during the war period. It can be accounted for by one outstanding cause—the depreciation of the dollar. The American people desired to keep their schools open. They, therefore, placed in the hands of school officials an increasing number of the steadily depreciating dollars. If this had not been done it would have been impossible to obtain either the material equipment necessary for the maintenance of the schools or the human services represented by the teachers' work. Even though the number of the depreciated dollars placed in the hands of school officials was greatly increased, they still were unable, in many cases, to hold their own in the open market. Building programs were postponed, inferior grades of school supplies were purchased and thousands of teachers left the profession. Hundreds of schools were actually closed during this period for lack of teachers.

The inexorable effect of the depreciation of the dollar was not felt by the schools alone. The operating costs of all commercial concerns which continued to function increased as a result of the same factor. In order to command a day's labor in 1920 six dollars and sixty-six cents was necessary, when three dollars would have obtained the same amount of labor in 1914, according to a study of the Russell Sage Foundation. The cost of building materials similarly increased and required a greater expenditure of dollars for any unit of construction.

These facts and figures do not support the contention of the Carnegie Report that the rise in school costs is principally the result of certain mistaken "educational strivings of the day." They indicate that the rise in school costs is largely fictitious and is the normal result of the economic fact, familiar to everyone who uses money, that the dollar rapidly depreciated during the war decade.

It is of course true that increased attendance, placing a greater burden on the schools, operated as a minor factor to increase school

TABLE 6.—INCREASE IN SCHOOL ATTENDANCE AND THE INCREASED BURDEN PLACED UPON THE SCHOOLS

Year	Total number of days' schooling provided	Per cent increase over 1913	Increase necessary to provide for growth of attendance on basis of 1913 dollar	Actual increase necessary to provide for growth of attendance
1	2	3	4	5
1913	2,152,319,014			
1914	2,256,152,043	5	$26,077,319	$26,859,638
1915	2,385,402,828	11	57,370,101	60,238,606
1916	2,462,035,998	14	73,016,492	86,159,460
1917	2,480,354,160	15	78,231,956	111,089,378
1918	2,498,710,480	16	83,447,420	145,198,511
1919	2,564,501,441	19	99,093,811	197,196,684
1920	2,630,712,614	22	114,740,202	229,480,404

Figures in column 2 are obtained by multiplying the average daily attendance by the average number of days school was maintained as given in the *Statistical Abstract of the United States, 1931*, p. 119, except for 1917 and 1919, which are estimated. Figures in column 4 are the amounts of increase necessary to provide for increased attendance alone. These amounts assume that the value of the dollar remained stable throughout the period. In order to give the sums of column 4 the purchasing power which they had in 1913 it would have been necessary to increase them to the amounts given in column 5, using the index numbers of Table 8, column 3, as the basis of the increases.

expenditures. It is extremely doubtful, however, if the twenty-two per cent increase in school attendance between 1913 and 1920, and "educational theories or strivings of the day," taking the form of an enriched program, would have obtained anything but nominal increases in school expenditures had these factors alone been working. Table 5, assuming a static school system, accounts for all increases in school expenditures on the basis of the depreciation of the dollar alone. Table 6 gives figures to indicate the increased burden placed on the school during the war period as the result of the growth of attendance.

The whole truth is that a number of factors contributed to the increase in school costs stated in dollars. The depreciation of the dollar, however, was the main factor, the others being minor. Any attempt to account for the fictitious increase of educational costs on the basis of increasing attendance and the enrichment of the program, overlooks the main cause of this increase in a search for minor causes.

During the war, therefore, due to the depreciation of the dollar, there was a steady loss in the school's ability to command a supply of those material goods and services necessary for its maintenance on the 1913 basis. The billion dollars expended by the schools of 1920 represented less in purchasing power than the half billion dollars expended in 1913. During this same period the burden placed upon the schools grew because of a number of factors such as increased attendance. The position of the schools, therefore, became steadily worse in an economic sense. The purchasing power of the dollar depreciated more rapidly than the number of dollars at the disposal of school officials increased. At the same time the growth of attendance increased the burden by twenty-two per cent.

Table 7 pictures this situation more definitely. It compares the fictitious increase in school expenditures over the 1913 cost with the increase that would have been necessary to offset two factors, the important one represented by the depreciation of the dollar, and the minor one represented by growing attendance. The revenue placed at the schools' disposal each year was many millions less than it should have been. The school had more to do, but less to do with.

The question arises as to how the schools met this situation. Someone had to bear the burden of the growing disparity between the purchasing power of the money appro-

TABLE 7.—FICTITIOUS INCREASE IN SCHOOL COSTS AND INCREASE NECESSARY TO PROVIDE FOR DEPRECIATION OF DOLLAR AND INCREASE IN ATTENDANCE

Year	Actual increase in school expenditures in dollars over 1913 cost	Increase over 1913 required to offset depreciation of dollar and to provide for increased attendance	Difference between increase over 1913 required and increase actually allowed
1	2	3	4
1913			
1914	$33,530,771	$42,506,029	$8,975,258
1915	83,915,410	86,315,925	2,400,515
1916	119,170,678	180,037,807	60,867,129
1917	180,650,625	330,138,855	149,488,230
1918	242,131,714	531,142,828	289,011,114
1919	373,453,625	713,527,595	334,073,970
1920	514,604,834	751,026,779	236,421,945

Figures of column 2 show that between 1913 and 1914 there was an actual increase of $33,530,771 in school expenditures. The depreciation of the dollar and increased attendance would have justified an increase in school expenditures of $42,506,029. There was, therefore, granted for the use of the schools $8,975,258 less than they should have received. Similar figures are given for succeeding years.

The figures of column 2 are obtained from Table 5, column 3; those of column 3 are a combination of those given in Table 5, column 4 and Table 6, column 5.

priated for the schools and the responsibility which the schools carried.

Was it those who furnished the labor and building material necessary for the provision of school buildings? Did contractors offer to put up schools at "reduced rates"? Figures just issued by the Board of Education of Philadelphia show that school buildings of the same type which cost in 1913 twenty cents per cubic foot, in 1920 cost fifty cents per cubic foot. An investigation of school building costs in a number of cities scattered throughout the United States by the Russell Sage Foundation indicates an increase of one hundred and sixty per cent between 1913 and 1920.[1] While the number of dollars at the command of the school increased a hundred per cent, building costs increased a hundred and sixty per cent. The school could not meet the situation by saving in building costs.

Did those furnishing coal for heating school buildings bear some of the loss? Did the coal merchants furnish the schools coal at "special rates"? Everyone knows that they did not. The figures of the United States Bureau of Labor show that the cost of coal doubled between 1913 and 1920. In July, 1913, anthracite coal cost $7.46 a ton; in July, 1920, $14.28. In July, 1913, bituminous coal cost $5.39 and in July, 1920, $10.55, or practiallay one hundred per cent increase in each case.[2] The producers of coal did not help the school in this situation. Neither did those who supply other necessary school equipment whether that be chalk, ink or paper.

It was the teachers who were forced to bear the loss in the public school's ability to command services and goods between 1913 and 1920. Since approximately seventy per cent of all school costs go for "instruction" it was easy to make a large "saving" by reducing the purchasing power of the teachers' salary. Table 8 shows how this was done.

The teachers' average salary in 1920 had but 81 per cent of its purchasing power in 1913, in spite of the substantial "dollar" increases that were quite generally granted throughout the country and which brought up the average yearly salary from $515 to $837. This fact is in agreement with the conclusion of a study recently completed by the Russell Sage Foundation which states, after a general study of the trends of school

[1] Burgess, W. Randolph, *Trends of School Costs*, Russell Sage Foundation, New York City, pp. 95 to 97.
[2] These figures from *Prices and Cost of Living, 1923*, U. S. Department of Labor, p. 90.

TABLE 8.—LOSS IN PURCHASING POWER OF TEACHERS' SALARY

Year	Actual average salary of teachers in U. S.	Index of cost of living	Purchasing power of average salary	Index of purchasing power of average salary
1	2	3	4	5
1913	$515*	100	$515	100.0
1914	525*	103	510	99.0
1915	543	105	517	100.4
1916	563	118	477	92.6
1917	599*	142	422	81.9
1918	635	174	365	70.8
1919	736*	199	370	71.8
1920	837	200	418	81.1

Read Table 8 as follows: The average salary of teachers between 1913 and 1920, for example, increased from $515 to $837. It took 200 cents in 1920 to purchase what 100 cents bought in 1913 (column 3). Therefore, the $837 salary of 1920 had a purchasing power of $418 (column 4) on the 1913 basis. Since this $418 is but 81.1 per cent (column 5) of $515, the 1913 average, the purchasing power of teachers' salaries in 1920 was 81.1 per cent of what it was in 1913. Similarly read the figures for the other years.

The average salary figures are those of the United States Bureau of Education, except those marked thus (*) which are estimated. The index figures on the cost of living are those of the United States Department of Labor, Bureau of Labor Statistics, as given in *Prices and Cost of Living, 1923*, p. 131; the average cost of living for 1913 being the base and the index number for each succeeding year being for the month of December.

costs, that teachers in 1920 were "in a worse situation financially than at any time since the Civil War period." [1]

The facts and figures that have been presented are necessary in any scientific study of school costs. Some of their indications may be summarized as follows: *The cost of the schools during the war decade was less than two per cent of the Nation's income and constituted a levy of but four tenths of one per cent on the Nation's total wealth. During this period school expenditures showed no general tendency to grow more rapidly than did the Nation's ability to meet them.* The percentage of the Nation's income devoted to the schools at the close of the decade was practically the same as at the beginning. There was, therefore, no real increase in the school costs in the sense that they constituted a greater relative burden on the Nation, only a fictitious increase, most if not all of which can be accounted for by the generally recognized economic phenomenon—the depreciation in value of the dollar. The amount of money at the disposal of the schools in 1920 had less purchasing power, that is, less power to command tangible goods and human services in the open market, than the amount available in 1913.

The cost of education represents but a small fraction of all public expenditures. In 1920 but twelve cents out of every dollar expended for public purposes went for the maintenance of elementary and high schools.

These facts give little support to the contention that the wealth of the United States is inadequate to meet its school costs. A moderate degree of faith in the efficacy of the public school as an instrument of social progress would fully justify the school expenditures of 1920.

It may be desirable, as the Carnegie Report suggests, to close the doors of the school to the masses at an earlier age. Perhaps there should be a narrowing of the curriculum offered the limited number allowed to remain in school beyond six or eight years. These are questions which school people and the American public must face and answer. A disregard of the facts, however, does not aid in making the decision.

That the schools need reorganizing few will deny. The confession in 1920 of five million illiterates, three million of whom were native born, that they had had no schooling whatever, is but one of the many facts that unmistakably point in that direction.

A realization of such facts, however, does not logically lead to the conclusion that the United States is unable to support its present school system or a better one if it wishes. To accept such a belief is to disregard the facts and to show a greater desire to protect fabulous incomes than to guarantee to every American child that most precious of gifts—"an unfettered start and a fair chance in the race of life."

[1] Burgess, W. Randolph, *Trends of School Costs*, p. 63, Russell Sage Foundation, 1920, New York City.

WHAT IN the way of culture, efficiency, and good citizenship has this country reason to expect in 1922 in return for the cost of operating the public schools? The answer is simple and direct; inasmuch as it is spending no more of purchasing power upon the schools in 1922 than it was expending in 1911, it has reason to expect no more by way of culture, efficiency, and good citizenship than it secured by the expenditures of 1911. It has reason to expect no more, but as a matter of fact it is getting more, the increase being chargeable to the devotion of the great body of teachers and school administrators to the cause of better America.—*Ideals of Public Education, page 20, April, 1922, The National Education Association, Washington, D. C.*

YOU MAY offer the people Utopian dreams and a quick climb up the ladder of civilization, and they may believe you. But only centuries of gradual education have been able thus far to give results.—*Arthur Brisbane in the Washington Times of February 10, 1923.*

Why School Costs Appear Burdensome

The United States is the richest Nation in the world. No Nation approaches it in total wealth or in wealth per capita. Its wealth and income should enable it to support a school system that would give each child a good educational opportunity. The Nation is committed to the policy of giving every child an education that will give him a fair start in the race of life.

Yet, in spite of these facts, the number of children who are not getting an educational opportunity can be stated only in the hundreds of thousands. In the 1920 Census, over three million native-born Americans, over a million of whom were white, confessed that they had had "no schooling whatever" and 1,400,000 children from seven to thirteen years of age reported that they had not attended school a single day between September 1, 1919, and January 1, 1920. These are but isolated facts from a great array telling us that equality of educational opportunity in America is a myth. As an ideal it may exist, but practically it does not.[1]

Thus we have the anomalous situation of a great Nation well able to afford the cost of giving every child an education, the citizens in that Nation committed to the policy of giving every child a fair educational opportunity, and thousands of children in that Nation reaching maturity lacking the most elemental school attainments.

This situation is fundamentally the result of the continued use of an obsolete and discredited method of obtaining school revenue. Most of our school revenue is obtained by the property tax levied in the local district. Small units such as the district, township, or county notoriously differ in their ability to provide revenue. Some districts even with the most heroic efforts are unable to provide adequate support for their schools, others can provide luxurious educational opportunities with little effort.[2]

The percentage of school money provided by the local district has been steadily increasing according to figures of the United States Bureau of Education:

Year	Per cent of school revenue from local taxation
1890	68
1900	69
1910	72
1920	83

Most of the money provided by the local communities, as well as a considerable portion of the fraction which comes from the State, is raised by a general tax on property. The general property tax, however, as a chief source of revenue is now universally condemned. Frank Laube, of the University of Washington, has recently summed up the situation as follows: "The general property tax has been a failure whenever it has been tried. As a chief source of revenue it has no supporters among scientific writers, and has been abandoned by every great nation except the United States. . . I challenge you to show a single commission report where scientific treatment is given, containing a defense of the system, or a single student of repute who does not condemn it in unmeasured terms." [3]

The tax on physical property is a heritage of the day when the possession of property was a reasonable indication of a man's ability

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[1] Those interested in securing detailed figures concerning lack of equality of educational opportunity in America are referred to the following:
a. *Facts for American Education Week*, December 3–9, 1922, Bulletin 2 of the Research Division of the National Education Association, November, 1922, page 29.
b. *Facts on State Educational Needs*, Bulletin Number 1, Volume 1 Research Division of the National Education Association, January, 1923, page 34.
c. *An American Ideal* published in *The Journal* of the National Education Association, January, 1923, page 22.

[2] See the following references for typical illustrations of this point:
a. *The Nation and the Schools*, Keith and Bagley, Macmillan Co., Chapter XX.
b. *United States Bureau of Education*, Bulletin 1922, No. 6, pages 13–17.
c. Bulletin No. 2, entitled *Facts for American Education Week*, Dec. 3–9, 1922, of the Research Division of the National Education Association, published November, 1922, pages 29–31.
d. *Financing Schools Under the District System*—Journal of Educational Research, April, 1923, Fletcher Harper Swift, page 289.

[3] Laube, Frank J., *Washington Educational Journal*, January, 1923, page 133.

to pay taxes. About the only form of wealth that existed was a man's farm. If he owned large areas of land, he was a rich man; if he did not, he was most likely poor. Since it was the intention to tax every man according to his ability, a general tax on property was a fair means of raising revenue.

Today it is different. A railroad president may receive a salary of $100,000 a year and not pay one cent toward the support of the public schools. By investing his income in tax-free securities, of which there are at least twelve billion dollars' worth available in the United States, one may enjoy a large income and wholly escape his just share of the cost of the schools. A great wholesale merchant may carry on, in a few ramshackle buildings on land assessable at but a nominal value, a business that brings in profits of thousands of dollars each year and pays but a pittance toward the support of the schools.

Thus, while the mere possession of physical property has ceased to be a fair measure of wealth and of ability to pay, we have continued to place more and more of the burden of school costs upon the owners of land and other physical property. We have made the property tax the chief and in many communities almost the only source of revenue for school support.

Is it any wonder that in many districts tax rates that appear excessive to property owners fail to raise sufficient revenue to provide reasonable educational opportunities for the children of those districts?

What is the remedy? To begin with it must frankly be recognized, as Seligman advises, "that the farming localities are today losing their former significance from the point of view of the nation's wealth; and that they are no longer able, with any fiscal system, to support their proper local expenditures from purely local revenues. It is only equitable that the increasing wealth of the States as a whole, drawn in constantly larger degree from industry and commerce, should be drawn upon for local needs." [1]

Taxation methods must be devised that will draw school revenues more and more from those new and vast sources of wealth existing in the form of private and business income and that will decrease the proportion of the revenue raised by the general property tax levied in the local district. This is no new proposal. A beginning has already been made on a limited scale by a few States such as New York, Wisconsin, and California, and taxation authorities have for some time advocated this procedure.

Federal taxation methods, however, hold the biggest lesson for those who would place school finance on a sound basis. The income of the Federal Government, being largely derived from income and business taxes, is adequate even though the sums needed are vastly greater than the comparatively small amounts expended for education.

Witness what happened in the last decade when the Federal Government needed unusual sums of money. Table 9 tells us that the amount of money raised by the States for the Federal Government increased nearly sixteenfold between 1912 and 1920. A sum that was from four to five times the amount spent for all public schools was obtained at a time when the liberty loans were making unprecedented demands upon the financial resources of all the States. More important still, these additional billions were obtained with comparative ease. No one was impoverished. In 1919, 192,037 corporations reporting a capitalization of $66,130,351,148 enjoyed an average net return after taxes were paid of 10.8 per cent on the capital invested.[2] This was in spite of the fact that the "war profits and excess profits tax" was then in effect in addition to the normal income tax.

In 1920 the Federal government collected nearly five and one-half billion dollars from the States—five times the cost of all public schools. In the same year 187,833 corporations reporting a capitalization of $68,427,073,288 enjoyed an average net return on the capital invested of nearly nine per cent after the Federal taxes were paid.[3]

After 1920, the war being over, the Federal government rapidly reduced the amount of revenue collected from the States as shown

[1] Seligman, Edwin R. A., Sources of Increased Revenues for Education, *Trained Men*, December, 1921, p. 206.
[2] See *Statistics of Income, 1919*, Treasury Department, Washington, D. C., p. 14.
[3] *Statistics of Income, 1920*, Treasury Department, Washington, D. C., pp. 15 and 16.

in Table 9. In 1922 the sum collected by the Federal government from the States was $3,181,214,360 as compared with the $5,391,902,597 of 1920. The excess profits tax is no longer collected and the approach to "normalcy" has been rapid.

Table 10 shows how the situation worked out in each State during the period of the war.[1] It is interesting to study this table in the light of recent educational history in some of the States.

In Pennsylvania educational expenditures increased 26 per cent between 1915 and 1920. In the same time Federal collections in this State increased 700 per cent. Only recently it has been widely heralded in this State that the schools were costing more than could be borne, and some have advocated abandoning its forward-looking educational program for this reason. Yet, its school revenue is a mere bagatelle beside what it finds possible to obtain using the taxation methods of the Federal Government.

Just now California's school system, recognized as one of the best, if not the best, in the Union is accused of extravagance and of spending beyond the State's ability to pay. What do the figures in Table 10 show about California's ability to contribute money for the prosecution of the war when called upon by the Federal Government? Is it less able to contribute much smaller amounts for society's great constructive institution—the public school?

North Carolina's State school system in 1918 ranked almost at the bottom of the list according to the Ayres Index.[2] It will probably make slow progress, in spite of the valiant efforts of its educational leaders, so long as its schools are principally dependent upon the property tax for their support. Yet, Table 10 tells us that the Federal Government each year obtains from this State many times the amount of revenue that would be necessary to put it in the front rank educationally.

What would have happened in these States and in the Nation as a whole if the billions required to finance the war had been obtained through the obsolete property tax? The financing of the war would have been impossible, and our military efforts would have failed just as our educational efforts in many localities are even now failing.

Table 10 clearly reveals the ability of the States to provide enormous sums of revenue when the modern methods of taxation used by the Federal Government are applied. No one can doubt that if similar methods were used, the additional school revenue necessary to provide an educational opportunity for all children would be readily available. The sum required would be but a small fraction of that which was readily available for war purposes.

So long as the larger sums of school revenue, made necessary by increasing population and the additional burden which modern civilization places upon the schools, are obtained by continued resort to the property tax levied

TABLE 9.—EXPENDITURES FOR EDUCATION AND FEDERAL TAXES PAID BY THE STATES

Year	Expenditures for education all States	Federal taxes paid by all States
1	2	3
1912	$482,886,793	$321,102,839
1913	521,546,375	343,253,450
1914	555,077,146	378,926,953
1915	605,460,785	414,385,581
1916	640,717,053	511,113,877
1917	[1] 702,197,000	806,490,912
1918	763,678,089	3,682,703,685
1919	[1] 895,000,000	3,831,731,307
1920	1,036,151,209	5,391,902,597
1921	[2]	4,572,654,540
1922		3,181,214,360
Per cent increase, 1912 to 1920	114	1579

The figures in column 2 are taken from *Statistics of State School Systems*, Bulletin 1922, No. 29, p. 5, and Bulletin 1920, No. 11, p. 146 and 152 U. S. Bureau of Education; and *Statistical Abstract of the United States, 1921*, p. 119, and represent expenditures for all public elementary and secondary schools. Those in column 3 are taken from *Statistical Abstract of the United States, 1921*, p. 721, and represent total Internal Revenue collections of the Federal Government from the States. Those for 1922 are from the *Annual Report of Commissioner of Internal Revenue, 1922*, p. 101.

[1] These figures are estimated on the basis of the best data available.

[2] Figures as to educational expenditures in the United States are not available for any year since 1920.

[1] In Table 10 the expenditures for education represent the cost of all public elementary and secondary schools. The figures in columns, 2, 4, and 6 are from *Statistics of State School Systems*, Bulletin 1922, No. 29, p. 5, and Bulletin 1920, No. 11, p. 146, U. S. Bureau of Education. The figures in column 8 are from *Statistical Leaflet* No. 3, Research Division, National Education Association. Figures in columns 3, 5, 7 and 9, representing the total Internal Revenue collections of the Federal Government from the States, are from *Statistical Abstract of the United States, 1921*, p. 720, and the Annual Report of the Commissioner of Internal Revenue, 1922, p. 101.

[2] An Index Number for State School Systems, by Leonard P. Ayres, published by the Russell Sage Foundation, New York City, page 37.

TABLE 10.—EXPENDITURES FOR EDUCATION AND FEDERAL TAXES PAID BY THE STATES

States	1915		1918		1920		1922		Percentage Increase 1915-1920	
	Expenditures for education	Federal Taxes paid	Expenditures for education	Federal Taxes paid	Expenditures for education	Federal Taxes paid	Expenditures for education	Federal Taxes paid	Expenditures for education	Federal Taxes paid
1	2	3	4	5	6	7	8	9	10	11
United States	**$605,460,785**	**$414,385,581**	**$763,678,089**	**$3,682,703,685**	**$1,036,151,209**	**$5,391,902,597**	.....	**$3,181,214,360**	**71**	**1201**
Alabama	4,703,332	661,218	6,066,204	19,121,152	9,118,691	18,342,065	.....	11,464,181	94	2674
Arizona	2,574,484	208,912	3,533,433	6,725,357	6,339,288	3,597,515	8,622,653	2,141,235	146	1622
Arkansas	4,454,737	394,536	4,994,759	6,312,611	7,706,621	12,556,172	8,559,059	6,979,045	73	3083
California	31,691,961	13,129,027	34,115,891	109,781,434	48,980,298	179,267,566	32,067,046	131,652,856	55	1265
Colorado	6,778,503	1,509,773	9,733,221	25,004,665	13,200,165	35,727,957	18,120,153	19,956,651	95	2266
Connecticut	9,238,489	3,222,250	10,669,633	74,347,915	16,318,420	106,849,899	20,802,550	50,224,646	77	3216
Delaware	366,189	722,299	875,876	32,943,383	1,676,503	21,143,605	2,429,613	5,889,266	358	2827
District of Columbia	3,041,240	1,438,629	3,183,871	12,791,962	4,297,894	18,645,054	.....	17,854,686	41	1196
Florida	2,769,335	1,562,425	4,674,111	7,867,539	7,030,933	15,623,812	9,762,899	14,319,857	154	900
Georgia	6,194,875	1,041,349	7,612,060	19,015,700	9,076,453	43,264,503	13,078,265	20,988,707	47	4055
Idaho	3,828,462	208,005	5,178,845	2,316,927	8,591,942	4,924,648	8,945,384	2,111,891	124	2270
Illinois	39,508,058	56,242,546	51,506,043	362,454,118	69,358,022	443,728,806	99,568,881	270,332,568	76	689
Indiana	20,597,553	25,761,193	27,577,705	57,574,178	35,764,748	74,586,198	54,227,449	53,032,400	74	190
Iowa	18,985,865	2,621,308	29,277,854	17,459,477	37,334,167	40,312,515	.....	23,658,789	97	1438
Kansas	12,210,174	1,101,868	17,102,644	29,211,777	26,257,009	41,263,379	.....	30,379,622	115	3645
Kentucky	7,435,382	33,653,848	8,355,991	98,764,473	8,117,074	49,687,761	14,107,190	33,122,196	9	48
Louisiana	5,149,747	8,604,940	6,018,452	35,166,418	11,366,934	51,324,997	.....	22,753,958	121	496
Maine	3,719,904	718,084	4,431,108	13,237,356	6,403,673	20,631,889	9,714,000	14,804,208	72	2773
Maryland	5,190,227	7,766,490	5,983,835	61,407,267	8,242,399	81,406,227	14,533,206	45,971,937	59	948
Massachusetts	26,806,296	12,094,625	31,087,788	191,814,298	40,908,940	352,022,233	54,183,529	169,813,494	53	2811
Michigan	22,384,232	11,085,043	32,121,246	103,678,759	47,683,763	283,296,069	.....	201,874,185	113	2456
Minnesota	19,833,230	5,195,258	24,997,003	70,706,095	35,734,096	77,598,716	52,210,972	46,253,943	80	1394
Mississippi	2,806,562	223,966	4,263,954	5,328,335	5,474,796	11,786,386	.....	4,640,498	95	5163
Missouri	19,700,626	14,874,846	22,888,591	88,559,617	28,707,190	149,492,682	35,168,763	87,456,488	46	905
Montana	5,789,133	752,909	9,308,062	6,991,308	12,207,631	6,770,257	13,341,277	3,432,162	111	799
Nebraska	10,121,558	2,878,265	14,381,857	13,875,816	20,580,069	25,079,518	29,986,555	15,261,391	103	771
Nevada	741,355	171,095	802,548	892,674	1,383,850	1,297,334	1,784,831	837,546	87	658
New Hampshire	2,160,274	783,234	3,138,346	7,766,099	3,810,669	14,688,629	4,955,714	5,909,999	76	1775
New Jersey	25,416,263	15,358,014	30,244,431	103,276,891	40,909,827	155,176,851	60,397,376	107,149,339	61	910
New Mexico	1,542,534	142,593	3,871,908	2,526,046	4,439,597	4,967,899	4,756,316	1,230,701	168	3384
New York	69,723,639	76,271,908	81,058,361	834,714,075	106,045,319	1,416,515,760	180,137,665	779,772,777	52	1757
North Carolina	5,449,581	13,651,937	6,544,320	69,672,667	12,147,856	162,665,947	21,649,695	122,413,329	123	1092
North Dakota	7,309,342	261,610	9,894,125	2,078,932	12,883,443	3,338,661	14,531,315	1,911,739	76	1176
Ohio	36,611,410	27,424,294	50,498,015	300,816,780	67,426,541	373,747,085	85,627,231	192,301,680	85	1263
Oklahoma	6,396,915	729,323	14,166,210	19,534,935	9,997,892	26,289,802	.....	18,402,453	56	3505
Oregon	8,418,909	1,160,496	7,530,262	11,472,891	22,906,219	27,569,224	13,299,115	18,792,189	172	2276
Pennsylvania	58,114,226	37,611,791	69,520,247	589,056,143	73,490,734	557,376,844	94,811,256	336,708,043	26	704
Rhode Island	3,336,386	1,797,904	4,048,771	20,473,549	4,766,333	44,452,923	.....	35,743,707	43	2372
South Carolina	3,207,256	453,397	4,965,037	8,451,785	6,627,017	27,074,437	9,517,968	11,447,385	107	5871
South Dakota	5,065,508	359,551	7,081,903	2,838,119	11,592,896	6,669,794	14,566,529	2,565,444	129	1755
Tennessee	6,103,534	2,375,418	7,702,014	17,998,439	10,141,374	36,522,992	.....	21,794,677	66	1438
Texas	19,373,295	2,841,337	24,557,692	40,014,333	33,606,210	105,097,963	38,356,046	52,347,676	73	3599
Utah	4,452,137	576,721	5,356,554	7,170,743	8,239,829	9,595,151	10,462,131	5,130,487	85	1564
Vermont	2,265,966	276,447	2,536,779	4,001,842	3,588,098	6,700,148	4,014,747	4,157,296	58	2324
Virginia	6,705,490	8,642,359	8,304,507	36,003,209	12,975,089	69,750,138	20,846,996	46,595,649	94	940
Washington	13,382,100	2,329,312	15,263,979	20,965,070	20,595,360	42,107,773	27,062,693	23,610,782	54	1708
West Virginia	6,932,378	1,969,474	6,991,033	48,012,365	11,402,488	33,628,725	19,200,813	33,452,438	64	1607
Wisconsin	15,455,668	11,390,244	17,656,591	58,817,703	27,255,056	93,512,769	45,773,450	50,488,606	76	721
Wyoming	1,416,405	133,510	2,004,419	3,690,458	3,741,793	4,225,269	5,469,450	2,079,558	164	3065

in the local district, we may expect educational progress to lag. There need be little surprise when, as a recent Bulletin of the U. S. Bureau of Education strikingly puts it, ". . . the investigator finds the richest nation on the earth denying multitudes of her children any educational opportunities and herding thousands upon thousands of others in dismal and insanitary hovels under the tutelage of wretchedly underpaid and proportionately ignorant, untrained, and negative teachers; finds hundreds of communities able to provide luxurious educational facilities with almost no effort, while thousands upon thousands, despite heroic exertions, cannot provide even the barest necessities." [1]

Meanwhile vastly greater sums than the schools require will be collected yearly with comparative ease by modern taxation methods for the maintenance of the army and the navy, for the payment of the cost of past wars, and for other public needs of less importance to the National welfare than is an adequate public school system.

The improvement of the methods of obtaining public school support constitutes the present outstanding educational problem. The additional school revenue that future needs will demand should be obtained by methods that will require all forms of wealth to bear their just share of the burden and will require none to bear an unjust share. The adoption of such a policy is a first step in providing sufficient school money so that every child may have his chance.

[1] Bulletin, 1922, No. 6, U. S. Bureau of Education, State Policies in Public School Finance, by Fletcher Harper Swift.

THROUGHOUT THE history of the last thirty years the almost universal tendency has been for the state to shirk more and more its share of the burden of school support and to place an ever increasing load upon the weakest and the most unequal units at its command, namely, the school districts. This situation must be remedied and our national policy reversed if the people of the United States are to equalize school revenues and school burdens and provide equal educational opportunities for the children of the United States.—*Fletcher Harper Swift, Journal of Educational Research, April, 1923, page 296.*

IN A complex community of modern times, the general property tax proves hopelessly impracticable. It leads to glaring inconsistencies and inequities, and fails completely of attaining its professed object. Property and income no longer run side by side.—*F. W. Taussig, Professor of Economics in Harvard University, in his Principles of Economics, Vol. II, pp. 528, 532.*

THE DIAGNOSIS of the Educational Finance Inquiry has thus far revealed no difficulties which are baffling in character. We have discovered no ailments which may not be expected to yield to proper treatment. I am not one of those who think that our youthful experiment in universal free education is doomed to die an early death from malnutrition. On the contrary, I believe that our resources are sufficient to carry out the program according to plan; that we have sufficient intelligence to marshal those resources without doing violence to the other vital interests of the community; and that we have sufficient moral stamina to undergo the exertions or to make the sacrifices which may be involved in securing what we really want in public education. Fundamentally, the problem is one of social values and the facts reveal no sound basis for a belief that, when the situation is fairly stated, the community will assign education to a lowly position in the scale of things which it holds precious. No serious student of history and of political institutions can seriously doubt that we shall, as a people, tend constantly to increase rather than diminish the share of our resources and effort which we devote to the ends of education.—*Robert Murray Haig, Journal of the New York State Teachers' Association, March, 1923, p. 51.*

PUT JUSTICE and equality into the tax system and the schools will have all the money they need.—*Senator Frederick M. Davenport of New York.*

Salary Schedules and Public School Efficiency

Less than half of the Nation's teachers are adequately prepared for their work. The table given on page 43 of the January Research Bulletin indicates that approximately three out of every five teachers have training less than the equivalent of Normal school graduation. In 1922-23 thousands of teachers are in charge of classrooms who have had less than one year's training beyond the eighth grade, are teaching their first year, and are less than twenty-one years of age.[1]

A few of the States have recently made rapid strides in the improvement of their teaching personnel, but others are only just now returning to the inadequate pre-war standards in the certification of teachers. Much remains to be done before all children will be receiving instruction from trained and competent teachers.

Over a long period of time no other factor exerts as strong an influence in determining the character of the teaching personnel as salary schedules. In every large profession the number of recruits that will be available is vitally affected by the economic return which that profession promises. Opportunities for trained and competent young men and women to render genuine service at a reasonable return are not difficult to obtain today. It is too much to expect that people with vision and power will fit themselves for service in a profession that promises perpetual financial anxiety, thwarted ambitions, and bitter old age.

Another factor is also entering into this situation. The time was when few fields were open to women for remunerative service. Teaching was the one great, and about the only, opportunity for women to earn an independent livelihood. The condition is different now. Less than eight per cent of the 8,549,000 women listed by the last Census as gainfully employed were teachers. Against the 658,000 in teaching we find 400,000 in other forms of "profesional service," 900,000 in trade and transportation, 1,000,000 in agricultural and animal husbandry, 1,400,000 in clerical occupations and 2,000,000 in manufacturing and mechanical industries. Opportunities aplenty at good compensation are available for capable women today which involve a much less rigorous training than the better paid teachers of today must undergo. Since over eighty-six per cent of all teachers are women, and the percentage is increasing, it is apparent the teaching profession now suffers keen competition from other fields. No longer can the Nation trade upon the fact that the teaching profession is the only remunerative opportunity open to women.

Has the trend of salary schedules in the last decade been such as to promise eventually an adequate supply of competent and trained teachers for the classrooms of the Nation?

Table 11 gives the average salaries paid teachers in the country as a whole since 1913. The figures of column two are probably indicative of the salaries paid in the best rural schools of the country. The average yearly salary rose from $515 to $1020 in 1923.

This at first glance appears to be a substantial increase. The index numbers on the cost of living indicate, however, that where one hundred cents in 1913 were required to purchase a set amount of certain commodities, one hundred and seventy-two cents are necessary in 1923. The $1020 of 1923 were there-

[1] "Better Salaries—Better Citizens," Journal of National Education Association, Washington, D. C., May, 1923, p. 205.

AS A result of recent price increases the purchasing power of the teacher's salary is less than at any other time since the Civil War period.

Through large increases in 1919 and 1920 teachers' salaries have begun to overtake the cost of living but only a beginning has been made.—*W. Randolph Burgess, Trends of School Cost, Russell Sage Foundation, 130 E. 22nd St., New York City, p. 64.*

IT WILL be necessary to pay teachers and other school workers twice as much in 1920 as was paid in 1915 to secure the same grade of ability.—*W. Randolph Burgess, Trends of School Cost, Russell Sage Foundation, 130 E. 22nd Street, New York City, p. 117.*

fore really worth $593 in 1913 dollars, or a real increase of 15.1 per cent over the average salary of 1913. The depreciation of the dollar has taken away most of the apparent increases. The figures in columns six to nine, presenting similar figures for a typical large city, tell us that in spite of substantial dollar increases in the average salary paid in this city, there was really a decrease in the purchasing power of teachers' salaries. The $1143 salary of 1913 was replaced in 1923 by a salary with a purchasing power of 94.5 per cent of what it was in 1923. If there had been no changes in the purchasing power of the dollar between 1913 and 1923, and if the average salary paid in this city had remained at $1143 throughout these years, the teachers would be better off than they actually are.

The question probably arises, will not decreases in the cost of living give teachers' salaries an increasing purchasing power following 1923. Indications at present are to the contrary. Between March, 1922, and December, 1922, this was an increase of three points in the cost of living figures of the United States Department of Labor. The leading article in the *Literary Digest* of March 24, 1923, gives figures showing that there has been a rapid rise of prices during the first months of 1923 and quotes a statement that "during the last twenty-one months this country has experienced the sharpest advance in prices that has ever taken place during peace times and on a gold basis." The cost of living will probably rise rather than fall during 1923-24. Briefly, then, this is the situation. The United States has not in the past and is not now maintaining salary schedules necessary to provide even a major fraction of the classrooms of the country with qualified teachers. Millions of children are today being taught by teachers wholly unfitted for a duty so vital to the Nation's welfare. Due to the depreciation of the dollar, present salary schedules have little more drawing power than they had before the war. The higher salaries paid in the large cities which are the most influential in attracting recruits into the profession, generally have less purchasing power than before the war.

The trend of salary schedules in the last decade does not promise a general improvement in personnel of those charged with training the Nation's children. Salary schedules in 1923-24 should be revised upward so as to give real increases. Nothing else will guarantee an adequate supply of trained and competent teachers.

TABLE 11.—PURCHASING POWER OF TEACHERS' SALARIES

Year	Average salary of teachers in the U. S.	Index of cost of living	Purchasing power of average salary	Index of purchasing power of average salary	Average salary in a large city	Index of cost of living	Purchasing power of average salary in city	Index of purchasing power of city salary
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*
1913.....	$515	100	$515	100.0	$1,143	100	$1,143	100.0
1914.....	525	103	510	99.0	1,160	103	1,126	98.5
1915.....	543	105	517	100.4	1,167	105	1,111	97.2
1916.....	563	118	477	92.6	1,204	118	1,056	92.4
1917.....	599	142	422	81.9	1,257	142	955	83.5
1918.....	635	174	365	70.8	1,327	174	762	66.6
1919.....	736	199	370	71.8	1,483	199	745	65.2
1920.....	837	200	418	81.1	1,703	200	851	74.4
1921.....	987	174	567	110.1	1,809	174	1,039	90.9
1922.....	1,017	170	598	116.1	1,848	170	1,087	95.1
1923.....	1,020	172	593	115.1	1,860	172	1,081	94.5

Read the figures of this table as follows: The average salary of teachers between 1913 and 1920, for example, increased from $515 to $837. It took 200 cents in 1920 to purchase what 100 cents bought in 1913 (column 3). Therefore, the $837 salary of 1920 had a purchasing power of $418 (column 4) on the 1913 basis. Since this $418 is but 81.1 per cent (column 5) of $515, the 1913 average, the purchasing power of teachers' salaries in 1920 was 81.1 per cent of what it was in 1913. Similarly read the figures for the other years and for the large city.

The average salary figures are based on those of the U. S. Bureau of Education, except for 1921 on, which are estimated. The index figures on the cost of living are those of the U. S. Department of Labor, except for 1923, which is estimated on the basis of present indications. See Bulletin I of the Research Division, June, 1922, page 44, for a full statement of the sources of information and methods of calculation used in this table.

Salaries Paid in Cities in 1923

The subsequent tables present the results of the recent salary inquiry of the Salary Committee of the National Education Association. This inquiry was sent to all of the cities in the United States having a population over 2500 in 1920. Replies were received from 964 cities in time to be included in the tabulation. The cities replying in each population group are given on pages 130 to 134.

The numer and the geographic distribution of the cities reporting are such that the results may be accepted as representative for all cities. Since the inquiry covers the salaries paid in all types of positions, both teaching and administrative, it furnishes an unusually complete picture of the city school salary situation.

In the tables presented in this BULLETIN the emphasis has been placed on the presentation of data that reveal *actual salaries paid* in various positions, rather than possible maxima and minima. Recent bulletins issued by the Association has made available data relative to salary schedule provisions in various sized cities, such as maxima, minima, etc. Late figures as to how these schedules have been applied, in terms of salaries actually paid in all the types of city school positions have not been available. The following tables supply this information for the school year 1922-23.

Further information concerning the methods used in preparing these tables is given on page 130.

Special Salary Service

There is now available at the headquarters of the National Education Association information concerning the salary situation in the 964 cities which replied to the recent inquiry. This will make it possible for the Association to furnish on order, special tabulations revealing the salary situation in a representative number of cities of any size located in any section of the country. There can thus be made available salary information in addition to that printed in bulletins and reports of the Association for any list of cities that may be selected from those printed on page 130 and following.

We have information as to minimum salaries, maximum salaries, number and amount of increments, actual salaries being paid as well as other salary schedule features. These special tabulations can be prepared at a nominal cost to cover the extra work involved. Teacher's organizations and superintendents can thus be provided with exact information concerning the salary situation in cities comparable to their own as a gide to their work in revising salary schedules. Inquiries relative to the cost and preparation of special tabulations should be addressed to the Secretary at Association Headquarters.

Report of Salary Committee

The Salary Committee under direction of its Chairman, Dr. E. S. Evenden, is at present preparing a report largely based upon the findings of the salary inquiry. This report will contain additional salary information of interest to teachers and school executives such as the fundamental considerations that should underlie the preparation of salary schedules, the relationship of teachers' salaries and cost of living, etc. This report will be available in July, 1923.

State Salary Medians

Tables 12 to 16 present in summarized form by States the median salaries paid teachers and principals in the 964 cities which reported, classified in five population groups.

Columns 2 to 6 in Table 12 taken in connection with Tables 17 to 21, give a good indication of the progress that the kindergarten movement has made in the cities of the country. Progressive cities of all sizes are rapidly recognizing the desirability of kindergarten instruction. Out of the 325 cities replying of 2500 to 5000 in population, 90 or 28 per cent, Table 20, reported salaries paid kindergarten teachers. These 90 cities employed 177 "regular kindergarten teachers in full charge of a kindergarten room."

The fact that in the smaller cities the median salaries paid kindergarten teachers are generally higher than those paid elementary teachers is due to the fact that kindergarten instruction has been thus far provided for by but a fraction of the smaller cities of the progressive type which maintain

salary schedules somewhat above the average paid in similar sized cities.

Most of the large cities reported salaries paid kindergarten teachers. In the large cities the kindergarten median is slightly below that of elementary teachers. This is probably the result of two factors. In a few cities the kindergarten schedule is below that of elementary teachers, and kindergarten generally have had a shorter period of experience than elementary teachers.

A comparison of the median salaries paid elementary teachers as given in Table 12, columns 7 to 11, and Tables 22 to 26, with the table given on page 17 of Bulletin One of the Research Division [1] clearly reveals

[1] Bulletin One of the Research Division, National Education Association, *Facts on the Cost of Public Education.*

TABLE 12.—MEDIAN SALARIES PAID KINDERGARTEN AND ELEMENTARY TEACHERS, 1922-23

States	Kindergarten teachers in cities with a population of					Elementary teachers in cities with a population of				
	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*
United States	**$1193**	**1264**	**1318**	**1462**	**1791**	**1105**	**1200**	**1277**	**1467**	**1876**
Alabama	.....	.....	.....	750	.....	825	816	921	960	1227
Arizona	.....	1450	1625	.....	.....	1400	1466	1649	.....	.....
Arkansas	.....	.....	.....	.....	.....	900	.....	1306	1132	.....
California	1366	1450	1350	1644	1594	1433	1507	1739	1833	1923
Colorado	1200	1275	.....	.....	2000	1225	1342	1617	1433	1950
Connecticut	1125	1150	1284	1610	1515	1166	1144	1394	1642	1568
Delaware	.....	.....	.....	.....	1250	1060	.....	.....	.....	1742
District of Columbia	.....	.....	.....	.....	1535	.....	.....	.....	.....	1546
Florida	.....	.....	.....	.....	.....	740	850	.....	.....	.....
Georgia	883	.....	.....	1185	1150	874	841	907	846	1280
Idaho	.....	.....	.....	.....	.....	1179	1394	.....	.....	.....
Illinois	883	1290	1075	1275	2057	940	1016	1129	1336	2505
Indiana	.....	1250	1341	1583	.....	1082	1090	1322	1583	2004
Iowa	.....	1150	1164	1554	.....	1088	1142	1278	1525	.....
Kansas	.....	1150	1300	1350	1424	1098	1054	1236	1622	1670
Kentucky	.....	.....	.....	1150	1387	819	750	832	1100	1298
Louisiana	.....	.....	.....	.....	1629	870	.....	972	.....	1621
Maine	.....	950	1117	1330	.....	700	937	1058	1423	.....
Maryland	.....	.....	.....	.....	1473	.....	.....	1005	.....	1613
Massachusetts	.....	1200	1323	1516	1523	1117	1268	1326	1486	1580
Michigan	1233	1239	1317	1404	1804	1227	1234	1248	1443	1780
Minnesota	1300	1366	1350	1500	1440	1206	1169	1428	1486	1619
Mississippi	.....	.....	.....	.....	.....	982	692	700	.....	.....
Missouri	.....	1600	.....	.....	1655	894	1028	980	1527	1820
Montana	.....	.....	1400	.....	.....	1304	1389	1482	.....	.....
Nebraska	.....	1200	1190	1240	.....	1094	1200	1175	1523	1827
Nevada	.....	.....	.....	.....	.....	1383	.....	.....	.....	.....
New Hampshire	.....	.....	—1100	1162	.....	948	1050	1220	1328	.....
New Jersey	1550	1493	1570	1686	1875	1398	1486	1556	1699	1800
New Mexico	.....	1250	.....	.....	.....	1250	1350	.....	.....	.....
New York	1150	1333	1313	1559	2187	1259	1354	1344	1551	2584
North Carolina	.....	.....	.....	.....	.....	875	1090	1185	1207	.....
North Dakota	.....	1300	.....	.....	.....	1173	1312	1438	.....	.....
Ohio	.....	1050	2025	1350	1768	1037	1041	1247	1441	1783
Oklahoma	.....	.....	.....	1466	.....	985	954	1152	1651	.....
Oregon	.....	.....	.....	.....	1450	1104	1326	1135	.....	1767
Pennsylvania	.....	1225	.....	1300	1950	1020	1195	1207	1338	2004
Rhode Island	.....	.....	1079	1540	1611	779	973	1234	1624	1627
South Carolina	.....	.....	.....	.....	.....	911	855	1162	1153	.....
South Dakota	.....	.....	1438	.....	.....	.....	1222	1414	.....	.....
Tennessee	.....	.....	.....	.....	.....	.....	.....	.....	.....	1052
Texas	.....	875	.....	1033	1517	831	952	926	1247	1440
Utah	.....	.....	.....	.....	1350	.....	.....	.....	.....	1377
Vermont	.....	1250	.....	.....	.....	786	1004	1065	.....	.....
Virginia	.....	1300	.....	.....	1475	.....	796	980	1065	1125
Washington	1450	.....	.....	.....	1590	1296	1265	1418	1804	1751
West Virginia	.....	.....	.....	.....	.....	1040	1020	1291	1278	.....
Wisconsin	1065	1096	1164	1319	1969	1129	1143	1234	1460	2400
Wyoming	.....	.....	1585	.....	.....	1250	.....	1654	.....	.....

Read Table 12 as follows: $1193 is the median salary paid kindergarten teachers in the United States in cities with a population of 2500 to 5000. $1366 is the median salary paid kindergarten teachers in cities of this size in California, etc. Similarly read median salaries paid elementary teachers. Detailed data are given in other tables as to the number of cities reporting in the various population groups, the number of teachers reported, etc. For example see table 20 in connection with column 2 of this table. Also see page 130 for a general explanation of this and other tables.

that between 1921–22 and 1922–23 there was a decided increase in the salaries actually paid elementary teachers in all sized cities. The median salary paid in the cities over 30,000 in population is approximately $100 higher in 1923 than in 1922 and in the smaller cities is between $100 and $200 higher.

Table 13 taken with Tables 27 to 36 gives detailed information as to salaries paid Junior and Senior High-School teachers.

It is probable that the Junior High-School teachers' tables are somewhat diluted by the inclusion of teachers instructing in the upper grades of elementary schools that are Junior High-School in name but not in actual organization and curriculum content.

It is gratifying, however, that so many cities have recognized the desirability of at

TABLE 13.—MEDIAN SALARIES PAID JUNIOR HIGH-SCHOOL AND SENIOR HIGH-SCHOOL TEACHERS IN 1922-23

States	Junior high-school teachers in cities with a population of					Senior high-school teachers in cities with a population of				
	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000
1	2	3	4	5	6	7	8	9	10	11
United States	**$1271**	**1370**	**1439**	**1665**	**2136**	**1469**	**1567**	**1670**	**1917**	**2487**
Alabama	.....	.....	—1100	.....	.....	1086	1050	1398	1607	1533
Arizona	1525	1325	.....	.....	.....	1836	1938	.....	.....	.....
Arkansas	1450	.....	1029	1544	.....	885	.....	1750	1712	.....
California	1900	1579	1789	2087	2219	2236	2062	2293	2404	2432
Colorado	1300	1300	1617	.....	1965	1535	1588	1850	1869	2225
Connecticut	1550	1200	1430	1911	.....	1400	1493	1699	2085	2031
Delaware	.....	.....	.....	.....	1750	1466	.....	.....	.....	1854
District of Columbia	.....	.....	.....	.....	1700	.....	.....	.....	.....	2417
Florida	.....	1056	.....	.....	.....	1160	1257	.....	.....	.....
Georgia	.....	850	.....	1066	.....	1356	1254	1400	1700	2051
Idaho	1375	1508	.....	.....	.....	1511	1828	.....	.....	.....
Illinois	1148	1289	1100	1567	.....	1527	1473	1580	1833	3080
Indiana	1139	1330	1538	1604	.....	1369	1455	1680	2066	2950
Iowa	1350	1307	1381	1717	.....	1508	1527	1553	2000	.....
Kansas	1229	1325	1453	1673	1908	1495	1512	1634	1943	2156
Kentucky	1017	.....	1077	1135	1625	1225	.....	1288	1545	1804
Louisiana	.....	.....	.....	.....	.....	1160	.....	1279	.....	2338
Maine	.....	.....	1353	.....	.....	1166	1425	1379	1707	.....
Maryland	.....	.....	.....	.....	1802	1275	.....	1325	.....	2263
Massachusetts	1257	1437	1561	1616	1914	1370	1579	1624	1863	2223
Michigan	1396	1372	1425	1698	2497	1591	1629	1658	1872	2585
Minnesota	1283	1300	1586	1667	1880	1479	1421	1759	1928	2094
Mississippi	.....	1150	1275	.....	.....	1188	1238	1366	.....	.....
Missouri	1400	1128	1162	.....	2039	1375	1455	1361	1850	2600
Montana	1300	1486	1500	.....	.....	1600	1450	1784	.....	.....
Nebraska	1225	1236	1540	1668	.....	1481	1596	1635	1992	2115
Nevada	.....	.....	.....	.....	.....	1650	.....	.....	.....	.....
New Hampshire	.....	1050	1361	1550	.....	1188	1300	1483	1627	.....
New Jersey	1266	1545	1802	1996	1918	1769	1844	2017	2197	2770
New Mexico	.....	1350	.....	.....	.....	1625	1670	.....	.....	.....
New York	1416	1621	1442	1550	3236	1522	1645	1628	1880	3517
North Carolina	.....	1240	1175	.....	.....	1214	1272	1725	1580	.....
North Dakota	.....	1310	.....	.....	.....	1450	1469	1792	.....	.....
Ohio	1162	1229	2075	1545	2078	1448	1480	1776	2004	2373
Oklahoma	1166	1296	1430	1392	.....	1351	1496	1775	1893	.....
Oregon	1166	.....	1154	.....	.....	1319	1636	1431	.....	2117
Pennsylvania	1282	1327	1316	1536	2143	1401	1571	1591	1814	3247
Rhode Island	.....	1200	1317	.....	.....	.....	1679	1723	1767	2256
South Carolina	.....	1393	.....	.....	.....	983	957	1275	1407	.....
South Dakota	.....	.....	1484	.....	.....	.....	1663	1760	.....	.....
Tennessee	.....	.....	.....	.....	.....	.....	.....	.....	.....	1534
Texas	.....	1340	—1100	1450	.....	1179	1359	1418	1633	1811
Utah	.....	.....	.....	.....	1622	.....	.....	.....	.....	1806
Vermont	.....	1300	1400	.....	.....	1325	1320	1525	.....	.....
Virginia	.....	—1100	.....	1278	1660	.....	1197	1325	1497	1670
Washington	1457	1283	1433	.....	.....	1566	1612	1760	2134	2113
West Virginia	1329	.....	1418	1348	.....	1518	1578	1902	1806	.....
Wisconsin	1260	1329	1442	1680	.....	1497	1550	1756	1931	2608
Wyoming	.....	.....	.....	.....	.....	1460	.....	2050	.....	.....

Read Table 13 as follows: $1271 is the median salary paid junior high-school teachers in the United States in cities with a population of 2500 to 5000. $1525 is the median salary paid junior high-school teachers in cities of this size in Arizona, etc. Similarly read median salaries paid senior high-school teachers. Detailed data are given in other tables as to the number of cities reporting in the various population groups, the number of teachers reported, etc. For example see Table 31 in connection with column 2 of this table. Also see page 130 for a general explanation of this and other tables.

least beginning the organization of Junior High-Schools and that teachers in this type of school are receiving salaries somewhat in accord with the additional qualifications that have been demanded for this type of work. The salaries paid both Junior and Senior High-Schools are still too low, however, considering the qualifications generally required of teachers in these schools.

Table 14 gives the median salaries paid special class teachers (ungraded, sub-normal, cardiac and other atypical classes) and school nurses. Space did not permit reproducing the tables giving in detail the distribution of salaries paid the special class teachers and school nurse. These tables are available, however, and may be obtained by addressing Association Headquarters.

Of the 325 cities reporting between 2500 and 5000 in population 89 cities in 26 states reported the employment of 251 special class teachers at a median salary of $1563, as compared with the median of $1105 paid elementary teachers in cities of the same size. Similar differences exist in the other population groups. This is due to the higher

TABLE 14.—MEDIAN SALARIES PAID SPECIAL CLASS TEACHERS AND SCHOOL NURSES IN 1922-23

States	Special class teachers in cities with a population of					School nurses in cities with a population of				
	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000
1	2	3	4	5	6	7	8	9	10	11
United States	**$1563**	**1463**	**1578**	**1653**	**2071**	**1388**	**1425**	**1510**	**1395**	**1423**
Alabama	.....	.....	.....	.....	1575	.....	.....	.....	.....	1250
Arizona	.....	.....	2050	.....	.....	2000	1450	1850	.....	.....
California	.....	1570	2036	1866	2020	1550	1550	1850	1550	1581
Colorado	1417	.....	.....	1860	2100	1575	1550	.....	.....	1557
Connecticut	1183	1517	1550	1792	1650	1350	1250	1683	1339	.....
Delaware	1533	.....	.....	.....	2517	.....	.....	.....	.....	1250
District of Columbia	.....	.....	.....	.....	1550	.....	.....	.....	.....	1450
Florida	.....	.....	.....	.....	.....	.....	1550	.....	.....	.....
Georgia	.....	.....	.....	.....	1500	—1000	.....	.....	.....	.....
Illinois	.....	1850	1372	1500	2488	1450	1417	1438	1537	.....
Indiana	1314	.....	1475	1711	.....	1550	.....	1525	1531	.....
Iowa	1400	1450	1525	1620	.....	1250	1525	1283	1550	.....
Kansas	.....	.....	1525	1650	1800	.....	1300	1750	.....	1550
Kentucky	.....	.....	1350	.....	1360	1250	.....	.....	.....	758
Louisiana	.....	.....	.....	.....	1750	.....	.....	1250	.....	1257
Maine	.....	1250	1350	.....	.....	.....	1550	1050	.....	.....
Maryland	.....	.....	.....	.....	1916	.....	.....	.....	.....	.....
Massachusetts	1542	1280	1462	1523	1719	1050	1400	1388	1400	1508
Michigan	1392	1540	1583	1592	2124	1275	1375	1300	1634	.....
Minnesota	1660	1525	1650	1818	1665	1450	1400	1750	1325	1333
Mississippi	.....	.....	.....	.....	.....	.....	1550	1250	.....	.....
Missouri	.....	.....	.....	.....	2062	.....	.....	.....	.....	1475
Montana	.....	.....	1550	.....	.....	.....	1550	1500	.....	.....
Nebraska	.....	.....	.....	1700	1550	—1000	1575	1650	.....	1600
New Hampshire	.....	.....	1364	.....	.....	.....	.....	1300	1150	.....
New Jersey	1550	1560	1817	.....	2192	1275	1500	1612	1467	1400
New York	1550	1266	1525	1617	2631	1500	1600	1400	1367	1414
North Carolina	.....	1225	1550	.....	.....	.....	.....	1500	.....	.....
North Dakota	.....	.....	.....	.....	.....	.....	1350	1450	.....	.....
Ohio	1250	1490	2083	1750	1923	1650	1350	1650	1363	1525
Oklahoma	1162	.....	1660	1563	.....	.....	.....	1750	.....	.....
Oregon	1650	.....	1500	.....	1870	.....	1250	1350	.....	.....
Pennsylvania	1300	1550	1566	1675	2304	.....	1150	1250	1325	1198
Rhode Island	.....	.....	1366	.....	1790	.....	1350	1550	.....	1250
South Carolina	.....	.....	.....	1350	.....	1250	.....	1250	.....	.....
South Dakota	.....	.....	.....	.....	.....	.....	1650	2050	.....	.....
Texas	.....	.....	.....	.....	1760	.....	.....	1550	1150	962
Utah	.....	.....	.....	.....	1710	.....	.....	.....	.....	.....
Vermont	.....	.....	1350	.....	.....	.....	1300	1750	.....	.....
Virginia	.....	.....	1350	1525	1703	.....	.....	1550	1125	1346
Washington	.....	.....	1650	1750	1817	1550	.....	1600	1516	1568
West Virginia	.....	.....	1375	.....	.....	.....	1350	1500	1530	.....
Wisconsin	.....	1450	1666	1650	2426	1550	1650	1650	.....	.....
Wyoming	.....	.....	1950	.....	.....	.....	.....	1900	.....	.....

Read Table 14 as follows: $1563 is the median salary paid special class teachers in the United States in cities with a population of 2500 to 5000. $1417 is the median salary paid special class teachers in cities of this size in Colorado, etc. Similarly read median salaries paid school nurses. Also see page 130 for a general explanation of this and other tables.

schedule under which special class teachers are employed in some cities as well as to the fact that only the more progressive cities that generally maintain higher schedules employ special class teachers.

Of the 325 cities 2500 to 5000 in population 64 in 19 states reported the employment of 66 at nurses at a median salary of $1388. The percentage of cities reporting the employment of special class teachers and school nurses increases with the size of the city. The special class teacher and the school nurse are coming to be recognized as a necessity by the more progressive city school systems.

Tables 15 and 16 show the median salaries paid principals. These tables taken in connection with Tables 37 to 54 give a detailed statement of the salaries school principals

TABLE 15.—MEDIAN SALARIES PAID NON-SUPERVISING ELEMENTARY PRINCIPALS AND SUPERVISING ELEMENTARY PRINCIPALS IN 1922-23

States	All principals in cities with a population of		Non supervising principals in cities with a population of			Supervising elementary principals in cities with a population of				
	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000
1	2	3	4	5	6	7	8	9	10	11
United States	**$1358**	**1505**	**1590**	**1867**	**2160**	**1850**	**1900**	**2008**	**2344**	**3126**
Alabama	966	950	1217	.....	1217	950	.....	1450	1913	2493
Arizona	1900	1788	1940	.....	.....	2500	1900	2300	.....	.....
Arkansas	950	.....	1530	.....	.....	.....	.....	2150	2425	.....
California	1675	2123	2075	2057	2256	1850	2050	2475	2782	2912
Colorado	1438	1738	.....	.....	2750	1950	.....	.....	2150	2975
Connecticut	1450	1470	1671	2338	2115	.....	.....	2062	2338	2579
Delaware	.....	.....	.....	.....	1900	.....	.....	.....	.....	2230
Dist. of Columbia	.....	.....	.....	.....	1821	.....	.....	.....	.....	1849
Florida	.....	975	.....	.....	.....	.....	.....	.....	.....	.....
Georgia	1950	900	1350	1700	1750	.....	.....	.....	1870	2108
Idaho	1450	1700	.....	.....	.....	1425	.....	.....	.....	.....
Illinois	1193	1342	1515	1650	.....	.....	1550	1620	2085	5027
Indiana	1290	1419	1642	2000	.....	.....	.....	1863	2375	.....
Iowa	1175	1396	1721	1786	.....	.....	.....	1812	2475	.....
Kansas	1350	1450	1582	2270	2034	2550	.....	.....	.....	2150
Kentucky	938	.....	1250	.....	1650	.....	.....	.....	.....	1938
Louisiana	.....	.....	.....	.....	2150	.....	.....	.....	.....	2553
Maine	.....	1350	1150	.....	.....	.....	.....	.....	2250	.....
Maryland	.....	.....	1575	.....	.....	.....	.....	.....	.....	2557
Massachusetts	1283	1611	1562	1600	2150	.....	2000	1988	2550	2800
Michigan	1525	1430	1688	1829	1950	2050	1683	1625	1966	3220
Minnesota	1488	1286	1657	.....	1900	1950	.....	.....	2275	2380
Mississippi	.....	1350	.....	.....	.....	.....	.....	.....	.....	.....
Missouri	1058	1400	1337	1184	2317	.....	.....	.....	2175	3496
Montana	1750	1766	2050	.....	.....	.....	.....	2238	.....	.....
Nebraska	1312	1458	1650	2088	.....	1350	.....	.....	2250	2620
New Hampshire	.....	1150	1342	.....	.....	1250	.....	.....	1970	.....
New Jersey	2050	2079	2225	.....	1950	.....	2162	2616	3031	3280
New Mexico	.....	1550	.....	.....	.....	.....	.....	.....	.....	.....
New York	1583	1492	1723	2450	3619	2525	2100	1940	2388	4638
North Carolina	1050	1817	.....	.....	.....	1850	.....	2050	2750	.....
North Dakota	.....	1475	.....	.....	.....	.....	.....	.....	.....	.....
Ohio	1250	1262	1468	1862	2364	.....	.....	1875	2304	2816
Oklahoma	1288	1515	2050	2450	.....	1325	1500	2050	3009	.....
Oregon	1412	1812	1480	.....	2172	.....	.....	1750	.....	3216
Pennsylvania	1400	1502	1549	1744	2206	.....	2000	1850	2236	3497
Rhode Island	900	1500	1390	1640	1947	.....	.....	.....	.....	3454
South Carolina	.....	950	.....	.....	.....	.....	.....	.....	.....	.....
South Dakota	.....	1550	.....	.....	.....	.....	.....	1925	.....	.....
Tennessee	.....	.....	.....	.....	1458	.....	.....	.....	.....	1766
Texas	1000	1375	1457	2025	1875	.....	.....	1612	2012	2533
Utah	.....	.....	.....	.....	2150	.....	.....	.....	.....	2450
Vermont	.....	1233	1300	.....	.....	.....	.....	.....	.....	.....
Virginia	.....	1180	.....	.....	.....	950	.....	.....	1850	2533
Washington	1800	1570	2030	2033	2025	2050	1575	2188	2500	3005
West Virginia	1200	1583	1800	.....	.....	1350	.....	2084	2083	.....
Wisconsin	1208	1442	1618	2520	2684	.....	.....	2050	2700	4150
Wyoming	.....	.....	2028	.....	.....	.....	.....	2225	.....	.....

Read Table 15 as follows: $1358 is the median salary paid non supervising principals in the United States in cities with a population of 2500 to 5000. $966 is the median salary paid non supervising principals in cities of this size in Alabama, etc. Similarly read median salaries paid supervising elementary principals. Detailed data are given in other tables as to the number of cities in the various population groups, the number of teachers reported, etc. For example see Table 41 in connection with column 2 of this table. See also page 130 for a general explanation of this and other tables.

were actually receiving in 1923. The inquiry intended that vice-principals should be reported as teachers, not principals and when ever possible vice-principals were tabulated as teachers rather than principals. It is likely, however, that some vice-principals are included in these tables. For this reason the medians given are probably slightly lower than would have been the case had it been possible to exclude all vice-principals.

Even keeping this fact in mind, however, these tables indicate that many cities must increase the salaries paid principals in the next few years if they expect to attract and hold men and women of training and capacity for this keystone position in the educational arch.

TABLE 16.—MEDIAN SALARIES PAID JUNIOR HIGH-SCHOOL AND SENIOR HIGH-SCHOOL PRINCIPALS IN 1922-23

States	Junior high-school principals in cities with a population of					Senior high-school principals in cities with a population of				
	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000	2500 to 5000	5000 to 10,000	10,000 to 30,000	30,000 to 100,000	Over 100,000
1	2	3	4	5	6	7	8	9	10	11
United States	**$1594**	**1917**	**2350**	**3050**	**3485**	**2062**	**2502**	**3051**	**3806**	**4400**
Alabama	.....	.....	.....	.....	.....	1350	.....	2700	.....	3150
Arizona	.....	.....	.....	.....	.....	3150	.....	.....	.....	.....
Arkansas	.....	.....	.....	.....	.....	1200	.....	3050	.....	.....
California	2500	.....	3025	3225	3200	3100	3275	4025	4300	3628
Colorado	1950	.....	.....	.....	3617	2550	.....	3050	.....	4900
Connecticut	2050	.....	.....	.....	.....	2400	2475	3050	3950	3300
Delaware	.....	.....	.....	.....	2550	.....	.....	.....	.....	3050
District of Columbia	.....	.....	.....	.....	2900	.....	.....	.....	.....	3275
Florida	.....	.....	.....	.....	.....	1800	.....	.....	.....	.....
Georgia	.....	.....	.....	.....	.....	1150	.....	1975	3300	2850
Idaho	.....	.....	.....	.....	.....	2000	.....	.....	.....	.....
Illinois	1400	.....	.....	2450	.....	2150	2450	3050	4050	5048
Indiana	1450	.....	.....	.....	.....	2012	2200	3050	3667	4400
Iowa	1600	.....	.....	3066	.....	1900	2275	3425	.....	.....
Kansas	2000	.....	.....	.....	3500	2266	.....	3200	.....	3050
Kentucky	.....	.....	.....	.....	.....	1866	.....	2250	.....	4100
Louisiana	.....	.....	.....	.....	.....	2450	.....	3050	.....	3075
Maine	.....	.....	.....	.....	.....	1850	.....	2850	.....	.....
Maryland	.....	.....	.....	.....	3034	.....	.....	2450	.....	4075
Massachusetts	2450	2150	2550	3186	3450	2225	2586	3212	4160	4050
Michigan	1475	.....	.....	3016	4700	2050	2717	3150	3700	5017
Minnesota	1475	.....	.....	.....	3850	2150	2060	3500	.....	4050
Mississippi	.....	.....	.....	.....	.....	1750	.....	2450	.....	.....
Missouri	1450	.....	.....	.....	3850	2100	2250	2600	3550	4760
Montana	2050	.....	.....	.....	.....	2300	.....	3300	.....	.....
Nebraska	1550	.....	.....	.....	.....	2250	2525	3400	.....	4300
Nevada	1750	.....	.....	.....	.....	2550	.....	.....	.....	.....
New Hampshire	.....	.....	.....	.....	.....	2550	.....	3000	.....	.....
New Jersey	.....	.....	.....	.....	4250	2900	2675	3500	4550	5000
New York	1950	2000	.....	.....	4633	2100	2400	2950	4100	6500
North Carolina	.....	.....	.....	.....	.....	1350	2150	3050	.....	.....
North Dakota	1450	.....	.....	.....	.....	2150	.....	3050	.....	.....
Ohio	1750	.....	.....	2675	3492	2050	2283	2850	.....	4416
Oklahoma	1650	.....	.....	.....	.....	2010	2384	3900	.....	.....
Oregon	1550	.....	.....	.....	.....	2062	.....	2600	.....	4033
Pennsylvania	1475	1716	1962	2700	4650	1950	2475	2825	3380	5025
Rhode Island	.....	.....	.....	.....	.....	.....	.....	3050	.....	4533
South Carolina	.....	.....	.....	.....	.....	1300	.....	3050	.....	.....
South Dakota	.....	.....	.....	.....	.....	.....	.....	3950	.....	.....
Tennessee	.....	.....	.....	.....	.....	.....	.....	.....	.....	3050
Texas	.....	.....	.....	.....	.....	1825	2084	2275	.....	3150
Utah	.....	.....	.....	.....	3200	.....	.....	.....	.....	3900
Vermont	1850	.....	.....	.....	.....	2650	.....	3050	.....	.....
Virginia	.....	.....	.....	.....	3150	2050	.....	3050	.....	3550
Washington	2050	.....	.....	.....	.....	2233	.....	3050	.....	3960
West Virginia	1486	.....	.....	.....	.....	2150	.....	3050	.....	.....
Wisconsin	1550	.....	.....	.....	4500	1950	2725	3500	3950	4883
Wyoming	.....	.....	.....	.....	.....	2150	.....	3900	.....	.....

Read Table 16 as follows: $1594 is the median salary paid junior high-school principals in the United States in cities with a population of 2500 to 5000. $2500 is the median salary paid junior high-school principals in cities of this size in California, etc. Similarly read median salaries paid senior high-school principals. Detailed data are given in other tables as to the number of cities reporting in the various population groups, the number of teachers reported, etc. For example see Table 49 in connection with column 2 of this table. Also see page 130 for a general explanation of this and other tables.

Distribution of Salaries Paid Teachers and Principals

The subsequent tables give the salaries reported paid teachers and principals by 964 cities in the United States classified in five population groups. All cities did not report salaries for all grades of teachers. For example, cities having no kindergarten, did not report salaries for kindergarten teachers. Hence, the number of cities reporting for each group of teachers as given in the last column of each table is sometimes less than the number of cities listed as reporting on page 130 and following. For example, although twelve cities of 10,000 to 30,000 in population are listed on page 131 as reporting from Connecticut, Table 19, column 16, shows that only seven reported salaries paid kindergarten teachers.

TABLE 17.—DISTRIBUTION OF SALARIES PAID KINDERGARTEN TEACHERS

Cities 100,000 population and over

States	Median salary	Total No. teachers	Below $1200	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	Over 2399	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
United States	**$1791**	**4994**	**226**	**252**	**249**	**370**	**393**	**617**	**428**	**332**	**278**	**731**	**116**	**172**	**32**	**798**	**52**
California	1594	392	50	47	23	26	53	12	19	13	53	96	.....	.....	.....	.....	3
Colorado	2000	64	.....	1	3	1	10	6	6	1	4	8	.....	12	12	.....	1
Connecticut	1515	96	23	8	7	8	13	20	12	5	.....	.....	.....	.....	.....	.....	2
Delaware	1250	2	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	1535	165	.....	.....	.....	68	42	54	1	.....	.....	.....	.....	.....	.....	.....	1
Georgia	1150	3	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Illinois	2057	537	.....	.....	.....	.....	28	48	70	75	.....	84	13	27	12	180	1
Kansas	1425	13	.....	3	3	2	1	2	2	.....	.....	.....	.....	.....	.....	.....	1
Kentucky	1387	40	.....	23	11	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Louisiana	1629	78	.....	7	10	7	11	14	29	.....	.....	.....	.....	.....	.....	.....	1
Maryland	1473	77	.....	14	15	13	3	32	.....	.....	.....	.....	.....	.....	.....	.....	1
Massachusetts	1523	118	14	2	10	26	31	5	22	7	1	.....	.....	.....	.....	.....	4
Michigan	1804	274	.....	9	17	24	16	20	50	21	59	58	.....	.....	.....	.....	2
Minnesota	1440	198	36	30	20	30	12	53	5	3	2	7	.....	.....	.....	.....	2
Missouri	1655	325	19	27	26	17	9	119	10	15	74	3	5	1	.....	.....	2
New Jersey	1875	223	4	5	13	14	15	25	19	22	10	12	11	71	1	1	5
New York	1828	313	10	13	6	30	31	29	32	20	20	100	6	4	2	10	3
New York City	2801	853	.....	.....	.....	.....	16	37	43	77	.....	72	48	14	5	541	1
Ohio	1768	445	15	25	35	47	20	41	58	43	17	98	7	31	.....	8	7
Oregon	1450	8	.....	.....	4	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Pennsylvania	1950	439	11	25	18	26	37	45	30	19	17	189	17	5	.....	.....	4
Rhode Island	1611	62	22	2	2	1	.....	35	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1517	48	6	3	6	7	12	3	9	.....	.....	.....	.....	.....	.....	2	2
Utah	1350	21	6	2	5	3	3	1	1	.....	.....	.....	.....	.....	.....	.....	1
Virginia	1475	20	6	.....	1	4	8	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Washington	1590	22	.....	.....	.....	2	10	2	.....	.....	8	.....	.....	.....	.....	.....	1
Wisconsin	1969	158	.....	6	13	8	8	14	10	11	13	3	9	7	.....	56	1

Read Table 17 as follows: $1791 (column 2) is the median salary of the 4994 kindergarten teachers (column 3) reported employed in the United States in cities over 100,000 in population. Of these teachers 226 receive salaries below $1200 (column 4), 252 receive salaries between $1200 and $1299 (column 5), etc. A total of 52 cities reported (column 18). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 18.—DISTRIBUTION OF SALARIES PAID KINDERGARTEN TEACHERS

Cities 30,000 to 100,000 population

States	Median salary	Total No. teachers	Below $700	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	Over 2099	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
United States	**$1462**	**1080**	**8**	**20**	**19**	**26**	**55**	**97**	**115**	**131**	**111**	**140**	**141**	**73**	**84**	**30**	**8**	**22**	**75**
Alabama	750	16		16															1
California	1644	81			2		1	4	4	7	5	7	24	7	15	3	1	1	5
Connecticut	1610	74				2	4	6	8	8	3	5	10	14	14				4
Georgia	1185	21			1		1	10	9										1
Illinois	1275	31	3				4	7	2	10	2	3							5
Indiana	1583	104			5	1	4	2	8	7	6	23	24	10	4	10			5
Iowa	1554	50						2	5	6	6	11	6	3	11				4
Kansas	1350	21							9	3	3	3	3						2
Kentucky	1150	7						7											1
Maine	1330	25	2			4	1	2	2	5	5	4							1
Massachusetts	1516	85			1	6	7	4	5	5	12	16	19	10					6
Michigan	1404	120	2				4	19	16	18	28	17	2	4	1	5	2	2	7
Minnesota	1500	38					4	2	5	4	4	2	10	5	2				1
Nebraska	1240	30			6		5	2	5		1	3	2	1	5				1
New Hampshire	1162	21				3	5	4	2	7									5
New Jersey	1686	84							8	7	9	12	7	6	18	1	4	12	5
New York	1559	107					3	9	6	20	6	16	19	2	8	11		7	5
Ohio	1350	9			3	1				1	2	1			1				2
Oklahoma	1466	28				3	2	1		6	3	1	3	5	3		1		2
Pennsylvania	1300	32					4	5	7	4	1	6		5					3
Rhode Island	1540	6								1		5							1
Texas	1033	16		4	1	2	3		1	2	2	1							1
Wisconsin	1319	65	1			4	3	11	12	8	11	3	11	1					4
Three States [1]		9							1	2	2	1	1		2				3

[1] Three States each reporting salaries for less than five teachers are combined in the distribution on this line.

Read Table 18 as follows: $1462 (column 2) is the median salary of the 1080 kindergarten teachers (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these teachers 8 receive salaries below $700 (column 4), 20 receive salaries between $700 and $799 (column 5), etc. A total of 75 cities reported (column 20). Similarly read the data given for each State. See page 130 for further explanation of this table.

PUBLIC INTEREST is subserved, not only by inducing persons who are not in the public service to enter, but as well as in inducing competent persons already in-public employment to continue in it and to render better service, so that they may secure such continuance. Teaching should be made a vocation instead of a stepping stone to another profession, and anything which tends to make the present educational force so regard it is a distinct public benefit.—*From the decision of the Supreme Court of Wisconsin upholding the constitutionality of the teachers' retirement law as reported in the Wisconsin Journal of Education, May, 1923, p. 87.*

TABLE 19.—DISTRIBUTION OF SALARIES PAID KINDERGARTEN TEACHERS

Cities 10,000 to 30,000 population

States	Median salary	Total No. teachers	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
United States	**$1318**	**545**	**93**	**63**	**97**	**107**	**75**	**21**	**39**	**12**	**15**	**9**	**7**	**7**	**96**
Arizona	1625	6	1	....	....	....	1	....	4	....	....	....	....	....	1
California	1350	69	6	7	15	13	13	3	1	2	5	4	....	....	8
Connecticut	1284	30	4	6	6	6	5	....	3	....	....	....	....	....	7
Illinois	1075	6	4	1	....	1	....	....	....	....	....	....	....	....	3
Indiana	1341	23	4	....	5	6	6	1	1	....	....	....	....	....	5
Iowa	1164	26	2	4	11	4	4	....	....	....	1	....	....	....	4
Kansas	1300	14	....	1	6	5	2	....	....	....	....	....	....	....	3
Maine	1117	7	3	3	1	....	....	....	....	....	....	....	....	....	2
Massachusetts	1323	38	5	3	8	13	9	....	....	....	....	....	....	....	6
Michigan	1317	25	3	4	5	3	4	2	4	....	....	....	....	....	5
Minnesota	1350	19	2	1	3	7	3	....	1	....	1	1	....	....	3
Montana	1400	8	....	....	3	1	3	....	1	....	....	....	....	....	1
Nebraska	1190	11	1	5	3	1	1	....	....	....	....	....	....	....	2
New Hampshire	Below 1100	10	10	....	....	....	....	....	....	....	....	....	....	....	1
New Jersey	1570	76	1	1	12	6	11	10	16	5	6	2	5	1	10
New York	1313	53	11	8	5	19	8	....	2	....	....	....	....	....	10
Ohio	2025	15	....	....	....	....	....	....	2	2	1	2	2	6	3
Rhode Island	1079	27	17	1	1	8	....	....	....	....	....	....	....	....	3
South Dakota	1438	15	....	....	3	3	4	4	....	1	....	....	....	....	2
Wisconsin	1164	48	17	11	9	9	1	1	....	....	....	....	....	....	6
Wyoming	1585	7	....	....	....	....	....	....	4	2	1	....	....	....	6
Five States [1]	....	12	2	7	1	2	....	....	....	....	....	....	....	....	5

[1] Five States each reporting salaries for less than five teachers are combined in the distribution on this line.

Read Table 19 as follows: $1318 (column 2) is the median salary of the 545 kindergarten teachers (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these teachers 93 receive salaries below $1100 (column 4), 63 receive salaries between $1100 and $1199 (column 5), etc. A total of 96 cities reported (column 16).

Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 20.—DISTRIBUTION OF SALARIES PAID KINDERGARTEN TEACHERS

Cities of 2500 to 5000 population

States	Median salary	Total No. teachers	$600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
United States	**$1193**	**177**	**5**	**2**	**8**	**18**	**24**	**34**	**31**	**19**	**12**	**13**	**3**	**1**	**2**	**2**	**3**	**90**
California	1366	14	....	....	....	....	1	1	3	3	4	....	....	....	1	1	....	8
Colorado	1200	16	....	....	....	....	....	8	5	3	....	....	....	....	....	....	....	1
Connecticut	1125	5	....	....	....	1	1	2	....	1	....	....	....	....	....	....	....	3
Georgia	883	11	2	1	3	5	....	....	....	....	....	....	....	....	....	....	....	1
Illinois	883	5	....	....	3	1	....	1	....	....	....	....	....	....	....	....	....	2
Michigan	1233	20	....	....	....	1	1	6	6	3	....	3	....	....	....	....	....	9
Minnesota	1300	24	....	....	....	1	1	4	6	4	2	2	2	1	1	....	....	7
New Jersey	1550	10	....	....	....	....	....	....	1	1	1	4	....	....	....	....	3	5
New York	1150	21	....	....	1	....	8	3	4	2	1	1	....	....	....	1	....	16
Washington	1465	5	....	....	....	....	....	....	1	....	3	1	....	....	....	....	....	2
Wisconsin	1065	23	....	....	....	5	10	2	3	2	1	....	....	....	....	....	....	15
Eleven States [1]	....	23	3	1	1	4	2	7	2	....	....	2	1	....	....	....	....	21

[1] Eleven States each reporting salaries for less than five teachers are combined in the distribution on this line.

Read Table 20 as follows: $1193 (column 2) is the median salary of the 177 kindergarten teachers (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these teachers 5 receive salaries between $600 and $699 (column 4), 2 receive salaries between $700 and $799 (column 5), etc. A total of 90 cities reported (column 19). Similarly read the data given for each State. See page 130 for further explanation of this table.

THE GREATEST obligation that any generation owes is the obligation that it owes to the next generation. That obligation we discharge through the function of education.—*Payson Smith, Idaho Teacher, January, 1923, page 220.*

TABLE 21.—DISTRIBUTION OF SALARIES PAID KINDERGARTEN TEACHERS

Cities 5000 to 10,000 population

States	Median salary	Total No. teachers	Below $600	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
United States	**$1264**	**286**	**1**		**1**	**5**	**10**	**41**	**47**	**59**	**36**	**31**	**32**	**14**	**5**	**1**	**1**	**2**	**100**
Arizona	1450	5									2	1		1	1				2
California	1450	26						2		4	4	6	8	1			1		10
Colorado	1275	5					1			2			2						2
Connecticut	1150	5						2	1	1		1							3
Illinois	1290	11					1			5		1	1	3					4
Indiana	1250	2							1		1								1
Iowa	1150	23					4	5	5	7	2								7
Kansas	1150	2							2										1
Maine	950	1					1												1
Massachusetts	1200	22				2	1	7	1	4	3	4							7
Michigan	1239	45						4	13	14	5	3	1	1	1	1		2	14
Minnesota	1366	6					1				3	1	1						2
Missouri	1600	2											1	1					1
Nebraska	1200	14						5	2	4	1	2							4
New Jersey	1493	43						1	5	6	3	7	15	4	2				12
New Mexico	1250	1								1									1
New York	1333	24							8	3	3	4	3	2	1				8
North Dakota	1300	2								1	1								1
Ohio	1050	2						2											1
Pennsylvania	1225	9						1	3	2	3								4
Texas	875	3				2					1								2
Vermont	1250	4				1				2	1								2
Virginia	1300	2					1							1					1
Wisconsin	1096	27	1		1			12	6	3	3	1							9

Read Table 21 as follows: $1264 (column 2) is the median salary of the 286 kindergarten teachers (column 3) reported employed in the United States in cities 5000 to 10,000 in population. Of these teachers, 1 receives a salary below $600 (column 4), 1 receives a salary between $700 and $799 (column 6), etc. A total of 100 cities reported (column 20). Similarly read the data given for each State. See page 130 for further explanation of this table.

THE WORLD'S greatest waste is its constant waste of human potentialities. The waste of intellectual, spiritual and economic possibilities. The human potentialities of the future are all gathered in the school rooms of today. The loosening of those bonds are largely in the hands of the teachers. The potentialities of day after tomorrow likewise are in the hands of tomorrow's teachers. To place before a group of children a teacher with any form of handicap is to continue human waste. The world can only afford to place in such a position of leadership, a teacher of broadest vision, of highest ideals, of the greatest intellectual and spiritual calibre. No one can measure the potentialities of a group of twenty children. Unless the bonds of those possibilities are loosened, unless vision is kept before these children, the probability of waste is immeasurable.—*Taken from an article entitled Why Maintain the Present Salary Schedules and the Obligations Involved by M. G. Clark, Superintendent of Schools, Sioux City, Iowa, published in the Journal of the New York State Teachers' Association, May, 1922, page 111*

TABLE 22.—DISTRIBUTION OF SALARIES PAID ELEMENTARY TEACHERS

Cities over 100,000 population

States	Median salary	Total No. teachers	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	Over 2899	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
United States	**1876**	**76,039**	**1414**	**882**	**3087**	**2917**	**4399**	**6257**	**6930**	**8060**	**5342**	**3848**	**12069**	**1885**	**2078**	**1235**	**773**	**3878**	**1034**	**631**	**5909**	**3411**	**59**
Alabama	1227	651	239	51	130	87	60	32	43	8	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
California	1923	4893	.....	.....	.....	.....	319	401	285	1025	255	717	1814	6	22	44	5	.....	.....	.....	.....	.....	3
Colorado	1950	764	.....	.....	10	39	39	96	115	29	37	34	81	36	80	168	.....	.....	.....	.....	.....	.....	1
Connecticut	1568	1195	179	69	67	111	72	147	165	140	245	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Delaware	1742	213	17	15	.....	25	26	9	25	96	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	1546	1233	.....	.....	.....	.....	466	329	132	266	40	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Georgia	1280	567	.....	95	238	17	81	106	30	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Illinois	2505	6277	.....	.....	.....	.....	.....	307	349	465	516	.....	681	215	230	222	.....	2942	350	.....	.....	.....	1
Indiana	2004	986	.....	2	40	46	53	62	89	106	89	170	329	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Kansas	1670	356	.....	.....	16	32	54	41	50	163	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Kentucky	1298	679	.....	.....	340	130	104	105	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Louisiana	1621	872	3	1	114	83	104	107	112	218	94	32	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Maryland	1613	1737	.....	.....	157	200	272	114	957	2	15	4	4	3	9	.....	.....	.....	.....	.....	.....	.....	1
Massachusetts	1580	1450	58	38	110	65	48	512	62	349	207	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Michigan	1780	3511	.....	.....	32	79	273	408	459	628	218	445	709	31	58	129	22	5	15	.....	.....	.....	2
Minnesota	1619	1685	5	9	189	141	204	206	458	58	34	52	329	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Missouri	1820	2887	1	.....	228	205	192	220	219	261	587	715	94	144	15	6	.....	.....	.....	.....	.....	.....	2
Nebraska	1827	750	.....	.....	14	16	31	56	129	100	109	115	60	120	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	1800	3635	1	10	84	163	356	315	446	443	383	146	373	124	342	245	102	23	7	44	27	1	5
New York	1861	3424	4	9	82	212	158	250	269	588	228	151	1092	91	66	67	22	110	19	6	.....	.....	4
New York City	2806	17,857	.....	.....	.....	.....	.....	731	842	854	727	16	1449	920	824	276	.....	738	637	576	5858	3409	1
Ohio	1783	6281	85	42	305	324	484	508	673	866	640	421	1382	90	382	39	25	7	3	5	.....	.....	7
Oregon	1767	881	.....	.....	20	89	93	30	24	274	337	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Penns vania	2004	7379	62	174	466	437	480	399	550	368	343	269	3618	50	14	4	110	7	3	.....	24	1	4
Rhode Island	1627	702	50	66	45	48	46	46	185	98	91	25	1	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Tennessee	1052	274	197	51	16	1	3	2	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1440	1442	148	132	219	190	81	267	56	337	8	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Utah	1377	496	126	38	44	52	42	59	46	87	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Virginia	1125	514	239	72	65	21	26	79	1	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Washington	1751	1387	.....	8	6	62	159	257	106	187	99	483	18	2	.....	.....	.....	.....	.....	.....	.....	.....	2
Wisconsin	2409	1061	.....	.....	50	42	73	56	53	29	38	34	30	53	35	35	487	46	.....	.....	.....	.....	1

Read Table 22 as follows: $1876 (column 2) is the median salary of the 76,039 elementary teachers (column 3) reported employed in the United States in cities over 100,000 in population. Of these teachers 1414 receive salaries below $1100 (column 4), 882 receive salaries between $1100 and $1199 (column 5), etc. A total of 59 cities reported (column 24). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 23.—DISTRIBUTION OF SALARIES PAID ELEMENTARY TEACHERS

Cities 30,000 to 100,000 population

States	Median salary	Total No. teachers	Below $700	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	Over 2299	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
United States	**$1467**	**18,390**	**161**	**205**	**254**	**499**	**962**	**1421**	**1913**	**2083**	**2533**	**2659**	**1695**	**1102**	**1669**	**651**	**238**	**189**	**57**	**99**	**101**
Alabama	960	131	7	24	19	26	13	37	5	....	....	....	....	....	....	....	....	....	....	....	1
Arkansas	1132	180	13	6	8	38	19	19	23	17	8	22	7	....	....	....	....	....	....	....	1
California	1833	1025	....	....	....	....	....	....	10	29	18	74	137	128	351	171	95	10	2	....	5
Colorado	1433	86	....	....	....	....	5	4	10	19	15	5	8	12	8	....	....	....	....	....	1
Connecticut	1642	816	1	....	....	17	41	37	51	78	59	90	81	130	203	28	....	....	....	....	4
Georgia	846	438	96	97	56	53	24	25	77	1	....	1	3	....	5	....	....	....	....	....	2
Illinois	1336	1192	....	....	18	20	123	153	203	223	133	221	24	47	11	8	5	2	1	....	7
Indiana	1583	1148	....	....	30	8	18	20	64	85	200	179	195	97	85	150	8	4	2	3	5
Iowa	1525	556	....	....	....	1	8	7	33	109	83	149	89	15	62	....	....	....	....	....	4
Kansas	1622	415	....	....	....	....	....	....	16	47	33	81	138	21	79	....	....	....	....	....	2
Kentucky	1100	112	....	....	11	26	19	56	....	....	....	....	....	....	....	....	....	....	....	....	1
Maine	1423	318	....	5	....	9	5	15	78	38	39	97	26	2	3	1	....	....	....	....	2
Massachusetts	1486	1696	2	....	12	16	62	82	169	98	472	399	75	67	203	35	2	1	....	1	11
Michigan	1443	1252	....	....	....	....	37	94	198	179	273	158	71	73	28	51	43	29	12	6	8
Minnesota	1486	310	....	....	....	....	24	10	35	50	42	41	43	27	35	3	....	....	....	....	1
Missouri	1527	304	....	....	....	....	19	14	28	25	48	68	80	20	2	....	....	....	....	....	1
Nebraska	1523	197	....	....	....	14	13	10	26	10	26	27	27	8	22	13	1	....	....	....	1
New Hampshire	1328	168	....	....	....	15	18	11	15	89	13	4	....	2	....	1	....	....	....	....	1
New Jersey	1699	1168	....	....	....	....	....	....	61	61	164	143	156	133	180	34	40	117	25	54	5
New York	1551	1183	....	....	....	....	8	81	87	184	137	184	192	70	56	101	17	17	14	35	6
North Carolina	1207	132	....	....	....	5	15	11	33	31	23	11	3	....	....	....	....	....	....	....	1
Ohio	1441	693	....	....	30	70	61	39	46	55	109	63	73	55	90	....	2	....	....	....	3
Oklahoma	1651	446	....	....	....	....	3	16	37	45	49	48	49	67	57	44	21	9	1	....	2
Pennsylvania	1338	1858	....	....	14	30	165	383	218	315	322	246	103	48	10	4	....	....	....	....	10
Rhode Island	1624	200	....	....	....	10	4	6	10	18	21	128	3	....	....	....	....	....	....	....	2
South Carolina	1153	105	....	....	....	....	22	12	35	18	18	....	....	....	....	....	....	....	....	....	1
Texas	1247	626	14	22	1	49	80	68	180	64	80	52	11	5	....	....	....	....	....	....	3
Virginia	1065	524	28	51	54	68	94	113	40	43	18	15	....	....	....	....	....	....	....	....	3
Washington	1804	366	....	....	....	1	....	2	13	19	30	41	52	18	179	7	4	....	....	....	1
West Virginia	1278	345	....	....	1	18	32	71	65	78	37	43	....	....	....	....	....	....	....	....	2
Wisconsin	1460	400	....	....	....	5	30	25	47	55	63	69	49	57	....	....	....	....	....	....	4

Read Table 23 as follows: $1467 (column 2) is the median salary of the 18,390 elementary teachers (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these teachers, 161 receive salaries below $700 (column 4), 205 receive salaries between $700 and $799 (column 5), etc. A total of 101 cities reported (column 22). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 24.—DISTRIBUTION OF SALARIES PAID ELEMENTARY TEACHERS

Cities 10,000 to 30,000 population

States	Median salary	Total No. teachers	Below $600	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	Over 2099	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
United States	**$1288**	**12,370**	**89**	**73**	**217**	**405**	**829**	**1310**	**1552**	**1935**	**2060**	**1404**	**1024**	**514**	**295**	**236**	**188**	**164**	**75**	**214**
Alabama	921	159	4	4	9	55	36	37	11	3										4
Arizona	1649	135						4	6		4	8	11	70	32					1
Arkansas	1306	138			1	4	21	14	15	12	35	6	19	5	5		1			2
California	1739	576								16	29	64	92	61	66	89	83	75	1	8
Colorado	1617	18								1	3	1	3	6	2	2				1
Connecticut	1395	716					30	52	64	89	129	105	199	39	3	6				12
Georgia	907	128	25	13	16	9	15	27	21	2										3
Illinois	1129	767	8		17	63	127	133	123	135	79	61	13	4		3	1			15
Indiana	1322	313					13	30	52	42	88	44	32	11	1					7
Iowa	1278	384						17	82	120	109	36	16	4						6
Kansas	1236	225				2	24	22	44	57	44	17	9	2	1	2		1		5
Kentucky	832	138		10	45	44	23	16												2
Louisiana	972	50				12	18	19					1							1
Maine	1058	111	1		7	12	9	46	11	24							1			3
Maryland	1005	98		2	9	14	23	21	5	6	18									1
Massachusetts	1326	1141					29	80	119	258	329	154	151	20				1		21
Michigan	1248	205						31	40	65	24	25	19	1						5
Minnesota	1428	150						1	8	25	31	36	17	6	6	5	15			3
Mississippi	700	42	18	3	2			3	4		11		1							1
Missouri	980	293		7	22	50	84	96	31	2		1								5
Montana	1482	115							4	9	14	37	17	23	11					2
Nebraska	1175	112				1	14	14	36	16	12	19								2
New Hampshire	1220	138					4	11	41	66	8	2	4	2						4
New Jersey	1556	896						12	30	78	126	128	133	102	92	58	60	47	30	11
New York	1344	523						44	55	111	116	143	43	9		1	1			12
North Carolina	1185	207	13	3	15	27	15	22	10	26	36	30	7	2	1					3
North Dakota	1438	61								10	13	20	15	2		1				1
Ohio	1247	670				36	68	65	107	126	43	19	33	32	32	18	13	36	42	11
Oklahoma	1152	176			4	5	45	22	23	27	15	22	11		2					3
Oregon	1135	103					12	31	24	25	11									2
Pennsylvania	1207	1419			23	10	60	213	386	254	233	212	13	6	3	3	2	1		25
Rhode Island	1234	372				3	27	25	12	26	269	4	6							4
South Carolina	1162	62					9	14	13	26										1
South Dakota	1414	159	1		2	1				21	49	38	44	1	1	1				2
Texas	926	244	7	21	43	49	77	39	3	1		1					3			6
Vermont	1065	91				3	14	44	29	1										2
Virginia	980	80	12	10	2	4	15	18	13	4	2									1
Washington	1418	413						4	17	99	74	70	84	24	10	30	1			5
West Virginia	1291	224					11	19	43	43	44	57	7							3
Wisconsin	1234	357					6	64	70	109	57	21	5	20	3			1		6
Wyoming	1654	161									5	23	19	62	24	17	7	2	2	2

Read Table 24 as follows: $1277 (column 2) is the median salary of the 12,370 elementary teachers (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these teachers 100 receive salaries below $600 (column 4), 92 receive salaries between $600 and $699 (column 5), etc. A total of 214 cities reported (column 21). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 25.—DISTRIBUTION OF SALARIES PAID ELEMENTARY TEACHERS

Cities of 5000 to 10,000 population

States	Median salary	Total No. teachers	Below $600	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	Over 1999	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
United States	**$1200**	**7265**	**37**	**159**	**155**	**494**	**671**	**873**	**1222**	**1142**	**854**	**751**	**520**	**196**	**122**	**51**	**9**	**9**	**260**
Alabama	816	39	.....	.....	16	22	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Arizona	1466	184	.....	.....	.....	.....	6	7	6	15	25	50	20	19	33	3	.....	.....	4
California	1507	381	.....	.....	.....	.....	.....	.....	.....	40	27	113	156	27	6	11	.....	1	12
Colorado	1342	144	1	.....	.....	1	.....	4	10	38	43	27	8	9	1	2	.....	.....	4
Connecticut	1144	226	.....	.....	.....	9	16	41	24	52	49	27	7	.....	.....	1	.....	.....	7
Florida	850	101	.....	33	8	19	23	15	1	2	.....	.....	.....	.....	.....	.....	.....	.....	2
Georgia	841	66	.....	1	9	56	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Idaho	1394	56	.....	.....	.....	.....	.....	.....	6	6	17	13	12	2	.....	.....	.....	.....	2
Illinois	1016	628	10	56	38	57	141	75	61	56	43	33	17	14	13	9	4	1	19
Indiana	1090	218	.....	.....	.....	36	32	45	54	47	2	2	.....	.....	.....	.....	.....	.....	8
Iowa	1142	210	.....	.....	.....	.....	24	59	52	53	17	4	1	.....	.....	.....	.....	.....	9
Kansas	1054	50	.....	.....	.....	1	17	13	9	10	.....	.....	.....	.....	.....	.....	.....	.....	2
Kentucky	750	10	.....	.....	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Maine	937	98	.....	.....	3	39	19	8	1	25	3	.....	.....	.....	.....	.....	.....	.....	3
Massachusetts	1268	585	.....	.....	.....	6	31	91	85	117	99	78	69	5	.....	2	.....	2	23
Michigan	1234	403	.....	.....	.....	.....	.....	49	110	124	55	38	19	3	1	.....	.....	4	16
Minnesota	1169	151	.....	.....	.....	.....	7	23	66	16	15	19	5	.....	.....	.....	.....	.....	6
Mississippi	692	22	12	.....	.....	.....	.....	9	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Missouri	1028	145	2	9	1	21	32	27	13	7	2	5	15	5	3	1	2	.....	6
Montana	1389	112	.....	.....	.....	.....	.....	8	10	7	35	29	11	12	.....	.....	.....	.....	5
Nebraska	1200	124	.....	.....	.....	.....	1	38	23	34	17	11	.....	.....	.....	.....	.....	.....	5
New Hampshire	1050	20	.....	.....	.....	.....	.....	20	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	1486	487	.....	.....	.....	.....	2	19	37	41	74	82	99	65	51	13	3	1	14
New Mexico	1350	30	.....	.....	.....	.....	.....	.....	.....	.....	30	.....	.....	.....	.....	.....	.....	.....	1
New York	1354	361	.....	.....	.....	.....	.....	4	44	91	77	77	47	14	4	3	.....	.....	11
North Carolina	1090	112	4	4	3	2	15	31	12	31	4	6	.....	.....	.....	.....	.....	.....	5
North Dakota	1312	45	.....	.....	.....	.....	.....	.....	10	11	13	8	3	.....	.....	.....	.....	.....	2
Ohio	1041	353	.....	.....	.....	59	87	75	74	22	18	4	4	9	.....	1	.....	.....	14
Oklahoma	954	166	.....	12	8	35	52	.....	44	10	5	.....	.....	.....	.....	.....	.....	.....	5
Oregon	1326	109	.....	.....	.....	.....	3	23	3	15	40	12	7	3	3	.....	.....	.....	4
Pennsylvania	1195	828	.....	.....	14	5	24	87	300	164	105	90	18	9	7	5	.....	.....	29
Rhode Island	973	59	.....	.....	.....	12	24	2	3	16	2	.....	.....	.....	.....	.....	.....	.....	2
South Carolina	855	32	.....	.....	.....	29	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
South Dakota	1222	29	.....	.....	.....	.....	.....	.....	11	16	2	.....	.....	.....	.....	.....	.....	.....	1
Texas	952	239	4	12	11	58	66	22	60	2	3	.....	1	.....	.....	.....	.....	.....	10
Vermont	1084	79	.....	19	7	7	6	13	9	13	5	.....	.....	.....	.....	.....	.....	.....	4
Virginia	796	86	4	13	27	20	13	1	.....	.....	.....	8	.....	.....	.....	.....	.....	.....	3
Washington	1265	73	.....	.....	.....	.....	.....	3	18	24	21	6	1	.....	.....	.....	.....	.....	2
West Virginia	1020	34	.....	.....	.....	.....	14	15	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Wisconsin	1143	170	.....	.....	.....	.....	13	46	60	36	6	9	.....	.....	.....	.....	.....	.....	10

Read Table 25 as follows: $1200 (column 2) is the median salary of the 7265 elementary teachers (column 3) reported employed in the United States in cities 5000 to 10,000 in population. Of these teachers 37 receive salaries below $600 (column 4), 159 receive salaries between $600 and $699 (column 5), etc. A total of 260 cities reported (column 20). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 26.—DISTRIBUTION OF SALARIES PAID ELEMENTARY TEACHERS. Cities of 2500 to 5000 population

States	Median salary	Total No. teachers	Below $600	600	700	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	Over 2000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
United States	**$1105**	**5515**	**74**	**168**	**230**	**429**	**860**	**948**	**903**	**824**	**504**	**232**	**157**	**99**	**36**	**24**	**15**	**12**	**324**
Alabama	825	64		22	4	24	11	1	2										5
Arizona	1400	80						14	3	8	9	6	7	22	6	4		1	3
Arkansas	900	28		11		3	7	7											3
California	1433	175							13	25	42	23	36	16	5	6	8	1	8
Colorado	1225	146					5	24	31	52	21	6	6	1					6
Connecticut	1166	182			1	2	14	51	35	31	30	13	4	1					10
Delaware	1060	34		1	5	5	3	5	9	6									2
Florida	740	22			7	10	5												1
Georgia	874	172	30	29	12	34	5	21	7	38	6								5
Idaho	1179	71				3	8	19	7	24	4	6							4
Illinois	940	265	2	26	37	52	39	42	34	22	8	3							16
Indiana	1082	221				29	45	45	65	26	4	3	4						15
Iowa	1088	67				6	9	21	28	2	1								5
Kansas	1098	127			10	11	20	23	33	17	13								9
Kentucky	819	119	13	8	33	29	25	11											8
Louisiana	870	23			1	15	7												2
Maine	700	70	13	22	22	1	5	4	2		1								4
Massachusetts	1117	255			8	18	39	51	67	44	21	5	2						14
Michigan	1227	219				3	12	30	48	62	30	14	11	9					12
Minnesota	1206	312					5	49	98	64	49	16	12	12	5	2			17
Mississippi	982	23					14	6	3										2
Missouri	894	112	1	10	15	32	17	14	1	14	4	1		2	1				6
Montana	1304	35						3	2	12	13	2	3						2
Nebraska	1094	64						34	16	5	7			2					5
Nevada	1383	13								4	3	6							1
New Hampshire	948	44				8	29	6	1										3
New Jersey	1398	244				1	7	13	21	34	47	43	32	18	14	4	4	6	13
New Mexico	1250	16							2	12	2								1
New York	1259	370				4	1	71	68	70	72	40	23	4	5	5	3	4	24
North Carolina	875	56	6	7	6	12	17	2		6									3
North Dakota	1173	26						5	11	4	6								2
Ohio	1037	253				24	84	50	41	36	10	3	4	1					16
Oklahoma	985	206	8	4		19	85	33	28	23	5			1					12
Oregon	1104	76					6	31	23	11	3	2							5
Pennsylvania	1020	525			25	14	206	88	78	57	39	13	1	3		1			37
Rhode Island	779	19			12	5	1		1										1
South Carolina	911	47	6		1	14	23	3											3
Texas	831	87	5	18	15	18	23	3	3	2									6
Vermont	786	39		10	11	4	10	4											2
Washington	1296	144					2	11	5	56	37	20	8	4		1			8
West Virginia	1040	227			4	20	57	81	49	16									7
Wisconsin	1129	219			1	9	14	66	67	37	15	5	2	2		1			15
Wyoming	1250	18						6	1	4	2	2	2	1					1

Read Table 26 as follows: $1105 (column 2) is the median salary of the 5515 elementary teachers (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these teachers 74 receive salaries below $600 (column 4), 168 receive salaries between $600 and $699 (column 5), etc. A total of 324 cities reported (column 20). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 27.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS

Cities 100,000 population and over

States	Median salary	Total No. teachers	$1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
United States	**2136**	**5916**	**20**	**22**	**70**	**130**	**182**	**165**	**389**	**416**	**390**	**433**	**580**	**440**	**351**	**346**	**201**	**170**	**186**	**31**	**123**	**73**	**1198**	**28**
California	2219	222	.....	.....	.....	.....	.....	.....	4	9	7	4	10	55	116	3	14	.....	.....	.....	.....	.....	.....	2
Colorado	1965	219	.....	.....	.....	11	4	16	26	4	33	24	30	16	27	26	1	1	.....	.....	.....	.....	.....	1
Delaware	1750	114	4	5	25	9	5	5	8	53	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	1700	60	.....	.....	.....	.....	15	4	11	14	9	1	1	2	1	2	.....	.....	.....	.....	.....	.....	.....	1
Kansas	1908	33	.....	.....	.....	.....	.....	2	3	5	5	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Kentucky	1625	26	.....	.....	1	2	7	1	8	3	1	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Maryland	1802	313	.....	.....	.....	.....	43	11	59	43	22	121	10	1	1	.....	2	.....	.....	.....	.....	.....	.....	1
Massachusetts	1914	237	.....	.....	1	1	3	7	5	33	63	38	47	32	6	1	.....	.....	.....	.....	.....	.....	.....	2
Michigan	2497	243	.....	.....	.....	.....	.....	.....	4	16	2	20	6	18	16	20	20	32	76	1	1	.....	11	1
Minnesota	1880	405	5	.....	10	16	25	48	39	42	22	21	128	17	11	3	6	3	1	3	2	1	2	2
Missouri	2039	196	1	.....	.....	2	5	6	25	16	18	16	23	16	28	4	7	15	5	2	1	2	4	2
New Jersey	1918	221	.....	.....	.....	1	4	8	20	19	36	19	20	21	15	10	13	11	21	1	1	.....	1	3
New York	2081	258	.....	.....	.....	.....	.....	2	23	16	29	34	31	22	26	19	24	8	5	9	6	.....	4	1
New York City	3260	1512	.....	.....	.....	.....	.....	.....	.....	.....	.....	25	29	.....	28	61	.....	22	59	.....	58	63	1167	1
Ohio	2081	1262	1	.....	3	71	54	19	101	92	128	39	152	125	76	185	99	67	13	15	6	7	9	4
Pennsylvania	2143	306	.....	.....	.....	.....	.....	1	.....	1	8	12	83	111	.....	10	15	11	6	.....	48	.....	.....	2
Utah	1622	168	2	13	11	10	14	27	32	49	7	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Virginia	1660	121	7	4	19	7	3	8	21	1	.....	41	7	1	.....	2	.....	.....	.....	.....	.....	.....	.....	1

Read Table 27 as follows: $2136 (column 2) is the median salary of the 5916 junior high-school teachers (column 3) reported employed in the United States in cities over 100,000 in population. Of these teachers 20 receive salaries between $1000 and $1099 (column 4), 22 receive salaries between $1100 and $1199 (column 5), etc. A total of 28 cities reported (column 25). Similarly read the data given for each State. See page 130 for further explanation of this table.

THERE ARE three fundamental errors in the ordinary salary schedule:

First, it assumes in effect that the child is of more value at sixteen than at six. This is reflected in the higher standards of preparation required of teachers in secondary schools, with correspondingly higher salaries. The traditional idea that less ability is required to teach young children than older ones is reponsible for the great body of teachers who have little, if any, professional training for the most important work in the world.

Second, the ordinary schedule offers no inducement for continued study and self-improvement. Particularly does the usual elementary schedule defeat both incentive and opportunity for additional training while in service. It enters teachers with varying degrees of training with the same initial salary, often too small to make saving for another year of study possible, without actual hardship; provides regular increments for experience over a stated period of years, but holds out no reward whatever for any additional amount of training and study in the elementary field.

Third, the constantly increasing teacher-shortage is proof that young people of capability and ambition are looking to other fields of endeavor. Replacement ranks are thinned. Not until society has established the dignity and value of an adequately trained and adequately compensated teaching profession will they again be filled. Recognition must come through acceptance of the principle of a professional wage for professional standards of preparation and achievement.—*May Wade, Teacher-Rating and the Single Salary Schedule, Bulletin of the President, National League of Teachers' Associations, April, 1923, p. 18.*

TABLE 28.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS

Cities 30,000 to 100,000 population

States	Median salary	Total No. teachers	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*	*18*	*19*	*20*	*21*	*22*	*23*	*24*	*25*
United States	**$1665**	**3267**	**91**	**80**	**153**	**217**	**285**	**494**	**483**	**275**	**388**	**249**	**158**	**104**	**181**	**31**	**45**	**17**	**6**	**4**	.....	.....	**6**	**55**
Arkansas	**1544**	**69**	3	.....	11	10	7	8	13	6	7	.....	1	.....	1	.....	2	.....	.....	.....	.....	.....	.....	1
California	**2087**	**463**	.....	.....	.....	1	.....	14	11	15	59	73	67	51	117	10	34	7	4	.....	.....	.....	.....	4
Connecticut	**1911**	**86**	1	2	3	1	2	3	5	11	11	37	3	2	1	3	.....	1	.....	.....	.....	.....	.....	1
Georgia	**1066**	**61**	46	6	3	5	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Illinois	**1567**	**72**	1	2	8	3	16	9	13	9	8	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Indiana	**1604**	**140**	2	.....	1	4	20	42	24	23	12	4	3	3	1	1	.....	.....	.....	.....	.....	.....	.....	3
Iowa	**1717**	**198**	.....	.....	.....	2	9	47	36	30	44	7	6	11	1	1	4	.....	.....	.....	.....	.....	.....	2
Kansas	**1673**	**123**	.....	.....	1	9	7	24	28	13	41	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Kentucky	**1135**	**22**	5	17	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Massachusetts	**1616**	**453**	3	3	26	19	34	113	176	9	10	48	6	2	3	1	.....	.....	.....	.....	.....	.....	.....	8
Michigan	**1698**	**366**	.....	1	7	28	32	69	47	52	28	22	21	16	19	8	1	3	2	4	.....	.....	6	7
Minnesota	**1667**	**147**	1	2	8	5	17	23	26	29	24	4	2	2	3	1	.....	.....	.....	.....	.....	.....	.....	1
Nebraska	**1668**	**96**	3	1	3	5	13	10	19	6	21	13	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Hampshire	**1550**	**15**	.....	.....	1	5	1	1	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	**1996**	**119**	.....	.....	.....	.....	2	7	16	7	15	13	36	1	20	1	.....	1	.....	.....	.....	.....	.....	2
New York	**1550**	**60**	.....	.....	6	5	19	.....	1	3	2	4	.....	1	5	5	4	5	.....	.....	.....	.....	.....	2
Ohio	**1545**	**94**	4	6	5	7	16	20	6	3	15	2	1	6	3	.....	.....	.....	.....	.....	.....	.....	.....	2
Oklahoma	**1392**	**29**	1	4	4	6	10	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Pennsylvania	**1536**	**287**	8	22	18	42	37	46	25	32	32	8	7	3	7	.....	.....	.....	.....	.....	.....	.....	.....	4
Texas	**1450**	**63**	6	1	10	12	5	17	5	4	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Virginia	**1278**	**48**	7	3	18	8	5	2	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
West Virginia	**1348**	**56**	.....	3	10	31	9	1	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Wisconsin	**1680**	**200**	.....	7	10	9	24	33	21	21	55	13	2	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	4

Read Table 28 as follows: $1665 (column 2) is the median salary of the 3267 junior high-school teachers (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these teachers 91 receive salaries below $1100 (column 4), 80 receive salaries between $1100 and $1199 (column 5), etc. A total of 55 cities reported (column 25). Similarly read the data given for each State. See page 130 for further explanation of this table.

THE AVERAGE patron who approaches the public school is met with argument. His request is against "The Rules." It is clearly evident that the teacher knows what is best for the child. Since the parent is held to be untrained in psychology and pedagogy, he is thought to have no proper standards by which to be a competent judge of the welfare of his child.

For these reasons antagonisms develop. Patrons become hypercritical. They think teachers are self-opinionated, conceited, narrow-minded, selfish, and anti-social. Patrons expect and are entitled to receive the same treatment from the school which is accorded in the business world.

If the teacher, in dealing with patrons, will act upon the principle that "The Patron is Right," a new atmosphere will be created. Suspicion, dislike, and back-biting will disappear. Friendliness, good will and cooperation will result. Then the home and the school will work in unison for the good of the child.—*Taken from an article entitled Aspects and Outlook of Education published in the American Educational Digest, May, 1923, page 425.*

TABLE 29.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS

Cities 10,000 to 30,000 population

States	Median salary	Total No. teachers	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
United States	**$1439**	**1365**	**156**	**108**	**128**	**213**	**196**	**150**	**141**	**76**	**69**	**36**	**37**	**15**	**13**	**9**	**5**	**5**	**3**	**5**	**85**
Alabama	Below 1100	5	5																		1
Arkansas	1029	10	7	1		1	1														1
California	1789	120				6	2	9	18	28	15	15	9	6	4	6		2			5
Colorado	1617	18			1	3	1	3	6	2	2										1
Connecticut	1430	36		2	6	7	10	10			1										2
Illinois	1100	50	25	10	10	4				1											4
Indiana	1538	76	3		5	17	7	16	24	4											4
Iowa	1381	43			11	13	13	1	4	1											3
Kansas	1453	86	1	2	13	17	19	7	11	2	7	3	3		1						4
Kentucky	1077	17	11	5						1											1
Maine	1355	12				11					1										1
Massachusetts	1561	97	1	1	7	8	15	27	23	10	4		1								9
Michigan	1425	15			2	4	6	2	1												1
Minnesota	1586	57		2	4	5	8	11	5	2	6	2	6	1	1	2		2			3
Mississippi	1275	10	2		4	4															1
Missouri	1162	46	10	21	12		1	1			1										2
Montana	1500	22				1	10	6	1	4											1
Nebraska	1540	18				4	3	5	2				2		1		1				1
New Hampshire	1361	21	1		1	14	3		2												2
New Jersey	1802	107				4	5	14	14	16	21	12	8	5	5	1	2				5
New York	1442	49	1	1	4	13	13	6	11												5
North Carolina	1175	11	4	2	3		1	1													1
Ohio	2075	32	5	2	2						1	3	4	3	1		2	1	3	5	2
Oklahoma	1430	27		4	3	5	5	4	3		2		1								2
Oregon	1154	40	5	28	4	3															1
Pennsylvania	1316	136	19	22	22	31	23	17	1		1										10
Rhode Island	1317	5			2	3															1
South Dakota	1484	16			2	1	6	2	2	1	1		1								1
Texas	Below 1100	43	43																		1
Vermont	1400	22	8	2		1	11														2
Washington	1433	26			1	9	9	2	5												2
West Virginia	1418	31	3		3	7	18														2
Wisconsin	1442	61	2	3	6	17	6	6	8	4	6	1	2								3

Read Table 29 as follows: $1439 (column 2) is the median salary of the 1365 junior high-school teachers (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these teachers, 156 receive salaries below $1100 (column 4), 108 receive salaries between $1100 and $1199 (column 5), etc. A total of 85 cities reported (column 22). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 30.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS

Cities 5000 to 10,000 population

States	Median salary	Total No. teachers	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	Over 2299	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
United States	**$1370**	**751**	**80**	**63**	**126**	**152**	**112**	**88**	**56**	**28**	**11**	**11**	**10**	**3**	**7**	**4**	**108**
Arizona	1325	33	.....	.....	2	1	4	3	5	6	1	1	2	2	5	1	2
California	1579	21	.....	.....	.....	.....	1	12	4	1	1	.....	2	.....	.....	.....	2
Colorado	1300	10	.....	.....	5	1	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	2
Connecticut	1200	12	3	3	1	.....	2	1	2	.....	.....	.....	.....	.....	.....	.....	2
Florida	1056	29	26	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Georgia	850	3	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Idaho	1508	19	.....	.....	.....	4	5	6	4	.....	.....	.....	.....	.....	.....	.....	2
Illinois	1289	24	.....	4	9	3	.....	2	1	1	1	2	.....	.....	.....	1	4
Indiana	1330	20	1	4	2	10	1	.....	.....	2	.....	.....	.....	.....	.....	.....	2
Iowa	1307	27	2	5	6	7	3	4	.....	.....	.....	.....	.....	.....	.....	.....	4
Kansas	1325	17	.....	6	1	6	3	.....	.....	1	.....	.....	.....	.....	.....	.....	2
Massachusetts	1437	87	.....	5	16	17	15	10	13	3	2	3	2	.....	1	.....	11
Michigan	1372	37	.....	.....	7	16	8	2	1	.....	1	.....	2	.....	.....	.....	7
Minnesota	1300	30	.....	8	7	8	4	3	.....	.....	.....	.....	.....	.....	.....	.....	4
Mississippi	1150	2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Missouri	1128	13	9	3	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Montana	1486	16	.....	.....	.....	2	7	5	2	.....	.....	.....	.....	.....	.....	.....	2
Nebraska	1236	19	1	6	7	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
New Hampshire	1050	4	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	1545	49	.....	1	2	7	6	19	7	3	2	1	1	.....	.....	.....	6
New Mexico	1350	4	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New York	1621	64	.....	1	2	5	14	7	14	10	3	4	.....	1	1	2	8
North Carolina	1240	10	1	2	5	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
North Dakota	1310	13	.....	.....	6	5	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Ohio	1229	23	7	1	12	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Oklahoma	1296	25	1	.....	12	2	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Pennsylvania	1327	57	8	9	8	13	11	7	1	.....	.....	.....	.....	.....	.....	.....	10
Rhode Island	1200	11	5	.....	1	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
South Dakota	1393	17	.....	.....	2	7	3	3	.....	1	.....	.....	1	.....	.....	.....	1
Texas	1340	6	1	.....	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Vermont	1300	10	4	.....	1	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Virginia	Below 1100	4	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Washington	1283	5	.....	.....	3	.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Wisconsin	1329	30	.....	2	8	17	2	.....	1	.....	.....	.....	.....	.....	.....	.....	4

Read Table 30 as follows: $1370 (column 2) is the median salary of the 751 junior high school teachers (column 3) reported employed in cities 5000 to 10,000 in population. Of these teachers 80 receive salaries below $1100 (column 4), 63 receive salaries between $1100 and $1199 (column 5), etc. A total of 108 cities reported (column 18). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 31.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS

Cities 2500 to 5000 population

States	Median salary	Total No. teachers	Below $800	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
United States	**$1271**	**712**	**8**	**7**	**44**	**62**	**134**	**144**	**108**	**85**	**52**	**23**	**14**	**12**	**7**	**9**	**3**	**140**
Arizona	1525	5					1			1	2	1						1
Arkansas	1450	15			3			2		5	5							2
California	1900	12									4			2	2	2	2	2
Colorado	1300	12						6	2	3			1					2
Connecticut	1550	13					1	2		2	3	2	1		1	1		3
Idaho	1375	8						1	4	3								2
Illinois	1148	43		1	3	13	16	9	1									5
Indiana	1139	15				4	9		2									4
Iowa	1350	5					1	1	1	2								2
Kansas	1229	32			1	4	9	7	7	1	1		1	1				5
Kentucky	1017	15	3		4	3	4		1									5
Massachusetts	1457	20							2	14	2			2				3
Michigan	1396	49				1	3	9	12	7	8	6	1	1	1			10
Minnesota	1283	70				1	14	24	17	3	4	2	3	1	1			11
Missouri	1400	12	1	2	2			1			2	1	1	1		1		2
Montana	1300	6						3	2	1								1
Nebraska	1225	11				3	1	6		1								4
New Jersey	1266	18			1			12					1	1		2	1	2
New York	1416	50				4	1	13	5	13	8	5	1					13
Ohio	1162	52		1	10	7	13	6	3	3	2	2	1	1	2	1		10
Oklahoma	1166	44		2	4	6	15	7	5	2		1		1		1		7
Oregon	1166	34				3	21	6	2	2								5
Pennsylvania	1282	76			11	6	12	11	19	8	4	2	2			1		18
Washington	1457	10							1	7	2							2
West Virginia	1329	38		1	3	3	1	7	14	6	3							4
Wisconsin	1260	28				2	6	10	5	1	2	1	1					7
Seven States [1]		19	4		2	2	5	1	3					1				8

[1] Seven States each reporting salaries for less than five teachers are combined in the distribution on this line.

Read Table 31 as follows: $1271 (column 2) is the median salary of the 712 junior high-school teachers (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these teachers 8 receive salaries below $800 (column 4), 7 receive salaries between $800 and $899 (column 5), etc. A total of 140 cities reported (column 19). Similarly read the data given for each State. See page 130 for further explanation of this table.

THROUGH FORTY years the teacher has steadily been gaining in recognition as a professional worker. She has been receiving constantly more and better training. This has been made possible by a constantly advancing salary. Now in two years all of the ground gained has been lost and the teacher finds herself in a worse situation financially than at any time since the Civil War period.

There seems good reason, in the experience of the past, to believe that adequate adjustment to the new price levels will be made. It should be realized, however, that only a good beginning has been made in effecting that adjustment. The major part of the task is still to be carried through.—*W. Randolph Burgess, Trends of School Cost, Russell Sage Foundation, pages 62 and 63.*

TABLE 32.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL TEACHERS

Cities 100,000 population and over

States	Median salary	Total No. teachers	Below $1500	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	Over $3499	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
United States	**2487**	**20,239**	**493**	**344**	**602**	**654**	**991**	**791**	**1115**	**1547**	**1251**	**935**	**1572**	**926**	**1645**	**519**	**816**	**319**	**506**	**234**	**1472**	**801**	**2676**	**59**
Alabama	1533	154	44	27	18	19	17	1	14	7	1	1	....	3	1	1	....	....	....	....	....	....	....	1
California	2432	2086	1	8	1	12	61	53	135	392	156	83	443	8	619	24	33	6	41	1	3	.....	6	3
Colorado	2225	224	2	5	13	1	17	12	5	52	20	12	22	25	8	8	13	2	7	.....	.....	.....	.....	1
Connecticut	2031	309	29	15	19	19	25	34	43	29	32	16	10	7	10	6	9	1	.....	.....	5	.....	.....	2
Delaware	1854	82	14	8	4	8	13	7	27	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	2417	438	1	4	41	26	17	25	20	15	16	20	206	11	4	32	.....	.....	.....	.....	.....	.....	.....	1
Georgia	2051	205	.....	7	.....	28	37	.....	59	42	32	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Illinois	3080	1623	.....	.....	.....	.....	.....	.....	.....	24	28	44	142	.....	180	44	90	73	232	28	95	157	486	1
Indiana	2950	382	.....	7	7	1	1	20	.....	32	35	1	53	68	.....	32	105	5	1	12	2	.....	.....	1
Kansas	2156	89	.....	.....	4	11	4	9	12	8	29	7	2	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Kentucky	1804	190	29	16	25	24	25	11	18	18	8	3	1	11	.....	.....	.....	.....	.....	1	.....	.....	.....	1
Louisiana	2338	147	8	3	1	5	7	1	7	17	12	33	20	5	2	3	.....	.....	3	.....	14	6	.....	1
Maryland	2263	322	18	5	18	6	19	19	4	62	16	.....	61	15	11	24	32	.....	1	.....	9	2	.....	1
Massachusetts	2223	483	11	15	14	12	92	15	41	32	42	30	36	43	8	43	15	6	3	6	14	2	3	4
Michigan	2585	914	.....	18	32	25	18	47	24	53	68	39	65	80	237	4	77	2	30	2	85	1	7	2
Minnesota	2094	842	49	38	40	63	66	69	102	62	145	21	37	134	11	.....	2	.....	.....	.....	2	.....	1	2
Missouri	2600	806	20	7	37	23	35	31	68	24	47	37	42	32	143	59	51	47	29	4	66	4	.....	2
Nebraska	2115	280	5	7	17	13	24	15	49	65	21	11	41	2	1	.....	3	2	1	.....	1	2	.....	1
New Jersey	2770	735	5	8	16	31	10	24	40	47	30	18	25	36	35	61	32	10	24	10	79	51	143	5
New York	2391	1101	7	1	40	116	63	128	50	39	42	71	165	62	92	88	17	11	27	23	25	17	17	4
New York City	3644	3027	.....	.....	.....	.....	.....	.....	39	.....	49	102	.....	110	66	.....	112	63	.....	114	97	401	1874	1
Ohio	2373	1788	35	34	58	52	90	79	96	132	139	245	100	195	71	56	129	59	38	27	69	49	35	7
Oregon	2117	324	.....	.....	39	65	12	3	21	133	8	10	24	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Pennsylvania	3247	1736	15	17	9	8	63	82	11	112	38	64	22	28	45	.....	90	.....	54	.....	895	102	81	4
Rhode Island	2256	205	11	7	5	7	7	15	31	10	17	22	17	4	18	8	6	6	7	1	5	.....	1	1
Tennessee	1534	63	19	37	....	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1811	551	113	29	95	23	137	27	47	36	17	10	16	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Utah	1806	112	12	7	13	23	18	12	9	12	1	1	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Virginia	1670	127	45	8	15	2	8	11	28	5	.....	4	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Washington	2113	556	.....	6	10	36	89	27	101	71	185	13	4	6	2	1	.....	.....	4	1	.....	.....	.....	2
Wisconsin	2608	338	.....	.....	11	19	15	14	14	15	17	17	18	23	81	25	.....	26	4	4	6	7	22	1

Read Table 32 as follows: $2487 (column 2) is the median salary of the 20,239 senior high-school teachers (column 3) reported employed in the United States in cities over 100,000 population. Of these teachers 493 receive salaries below $1500 (column 4), 344 receive salaries between $1500 and $1599 (column 5), etc. A total of 59 cities reported (column 25). Similarly read the data given for each State. See page 130 for further explanation of this table.

EVERY PROPOSAL that strengthens this activity of the Government should have your most careful consideration. The State should continue its policy of liberal appropriations to localities so that the salaries of the school teachers may be maintained at a figure commensurate with the great work that they are doing for the State.—*Alfred S. Smith, Governor of New York, Pennsylvania School Journal, February, 1923 page 268.*

TABLE 33.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL TEACHERS

Cities 30,000 to 100,000 population

States	Median salary	Total No. teachers	Below $1200	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	Over 3399	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
United States	**$1917**	**5,937**	**77**	**84**	**150**	**335**	**446**	**542**	**591**	**653**	**531**	**574**	**440**	**439**	**224**	**294**	**205**	**106**	**76**	**43**	**26**	**43**	**13**	**17**	**28**	**101**
Alabama	1607	55	11	3	.....	5	7	22	1	5	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Arkansas	1712	55	10	5	2	5	3	2	4	15	.....	3	1	1	.....	3	.....	.....	1	.....	.....	.....	.....	.....	.....	1
California	2404	486	.....	.....	1	1	2	.....	1	18	15	49	47	91	13	124	74	28	11	4	1	3	1	2	.....	5
Colorado	1860	26	.....	.....	1	.....	.....	3	6	5	3	1	.....	4	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	1
Connecticut	2085	281	1	.....	2	3	16	9	12	19	36	50	27	21	20	15	9	12	11	5	4	2	3	3	1	4
Georgia	1700	92	11	1	3	14	7	10	10	14	4	5	3	2	4	1	2	.....	1	.....	.....	.....	.....	.....	.....	2
Illinois	1833	363	3	6	6	14	36	54	42	62	38	37	14	21	3	13	5	5	2	.....	1	1	.....	.....	.....	7
Indiana	2066	344	.....	5	7	10	9	21	31	33	27	44	26	45	29	16	17	13	6	4	.....	.....	.....	.....	1	5
Iowa	2000	162	.....	.....	1	1	8	11	17	24	19	21	26	8	3	10	10	.....	1	1	.....	1	.....	.....	.....	4
Kansas	1943	125	.....	.....	.....	.....	3	6	14	16	56	7	7	7	3	.....	3	.....	1	.....	.....	2	.....	.....	.....	2
Kentucky	1545	30	1	4	2	4	9	6	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Maine	1707	132	4	1	6	24	10	20	15	21	6	6	4	5	4	1	3	2	.....	.....	.....	.....	.....	.....	.....	2
Massachusetts	1863	697	4	13	8	26	35	82	113	107	56	50	51	14	41	20	16	14	14	6	4	5	6	1	11	11
Michigan	1872	404	.....	.....	10	41	37	28	43	60	37	32	15	23	19	17	10	7	6	4	4	3	.....	3	5	8
Minnesota	1928	97	.....	.....	.....	6	11	5	15	9	9	15	8	5	7	2	4	.....	1	.....	.....	.....	.....	.....	.....	1
Missouri	1850	96	.....	1	4	5	10	15	9	8	11	11	12	6	3	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Nebraska	1992	79	.....	3	1	3	9	18	6	5	10	8	6	9	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Hampshire	1627	59	.....	.....	6	14	5	16	1	7	.....	5	.....	3	.....	1	1	.....	.....	.....	1	.....	.....	.....	.....	1
New Jersey	2197	279	.....	.....	.....	.....	10	9	6	19	17	22	58	28	16	16	13	17	7	10	8	4	3	6	10	5
New York	1880	387	.....	9	18	20	21	34	58	42	29	23	30	25	17	15	9	3	8	8	1	17	.....	.....	.....	6
North Carolina	1580	36	3	1	5	1	10	3	1	3	.....	5	2	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Ohio	2004	156	.....	2	1	6	10	9	12	16	21	23	16	14	8	5	12	.....	.....	.....	.....	1	.....	.....	.....	3
Oklahoma	1893	163	.....	.....	4	8	20	15	14	22	12	19	11	10	12	10	.....	3	1	.....	1	1	.....	.....	.....	2
Pennsylvania	1814	564	1	4	2	53	87	55	71	70	70	53	31	41	5	11	6	.....	4	.....	.....	.....	.....	.....	.....	10
Rhode Island	1767	49	.....	2	1	1	4	6	16	3	7	1	2	.....	.....	1	3	.....	.....	1	.....	.....	.....	1	.....	2
South Carolina	1407	26	.....	4	8	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1633	193	11	5	21	23	22	44	21	11	6	10	6	.....	5	5	.....	.....	1	.....	.....	1	.....	1	.....	3
Virginia	1497	119	15	15	13	17	16	12	11	7	7	3	.....	2	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	3
Washington	2134	141	.....	.....	1	2	8	6	10	8	22	8	16	46	6	4	2	1	.....	.....	1	.....	.....	.....	.....	1
West Virginia	1806	79	2	.....	11	9	7	5	5	9	.....	26	1	3	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	2
Wisconsin	1931	162	.....	.....	5	5	14	16	22	15	13	37	19	4	5	3	3	.....	.....	.....	.....	1	.....	.....	.....	4

Read Table 33 as follows: $1917 (column 2) is the median salary of the 5937 senior high-school teachers (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these teachers 77 receive salaries below $1200 (column 4), 84 receive salaries between $1200 and $1299 (column 5), etc. A total of 101 cities reported (column 27). Similarly read the data given for each State. See page 130 for further explanation of this table.

IN TIMES of competition for funds, any organization which fails to make its needs forcibly felt, is almost certain to receive insufficient support, irrespective of actual deserts.—*Taken from an article entitled "Campaigns for Teachers' Salaries" by Carter Alexander and W. W. Theisen, published in the Educational Review, October, 1920, page 191.*

TABLE 34.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL TEACHERS

Cities 10,000 to 30,000 population

States	Median salary	Total No. teachers	Below $1300	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
United States	**$1670**	**4788**	**407**	**441**	**478**	**637**	**613**	**452**	**430**	**265**	**298**	**162**	**179**	**145**	**109**	**76**	**27**	**20**	**14**	**5**	**7**	**3**	**10**	**4**	**200**
Alabama	1398	55	28	8	6	.....	.....	4	7	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Arkansas	1750	66	2	11	4	4	8	8	13	2	2	.....	3	1	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
California	2293	301	1	.....	.....	3	2	7	14	20	27	29	51	71	27	29	14	4	1	.....	.....	.....	1	.....	7
Colorado	1850	25	.....	.....	.....	1	4	1	13	2	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Connecticut	1699	207	13	12	17	27	35	17	36	4	15	12	8	7	3	1	.....	.....	.....	.....	.....	.....	.....	.....	11
Georgia	1400	42	13	8	12	5	.....	1	2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Illinois	1580	283	15	54	31	52	39	21	23	8	11	7	9	2	3	1	4	.....	3	.....	.....	.....	.....	.....	10
Indiana	1680	153	3	9	16	30	23	30	20	6	6	3	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Iowa	1553	196	2	18	55	43	30	10	15	7	9	1	.....	1	1	3	.....	1	.....	.....	.....	.....	.....	.....	6
Kansas	1634	103	5	10	14	15	22	10	3	7	12	2	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Kentucky	1288	42	24	5	7	1	3	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	2
Louisiana	1279	22	14	3	2	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Maine	1379	51	16	12	10	2	1	.....	2	1	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Maryland	1325	37	17	6	1	7	.....	.....	1	.....	4	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Massachusetts	1624	395	24	25	57	65	69	55	36	16	11	7	8	7	7	5	1	2	.....	.....	.....	.....	.....	.....	20
Michigan	1658	94	5	8	10	17	12	8	8	11	8	1	1	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Minnesota	1759	93	.....	4	2	16	18	11	7	9	6	6	3	4	4	2	.....	.....	.....	1	.....	.....	.....	.....	3
Mississippi	1366	12	.....	9	.....	1	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Missouri	1361	116	39	31	13	19	5	.....	6	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Montana	1784	59	.....	1	.....	2	13	16	7	6	12	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Nebraska	1635	39	1	2	4	9	10	3	8	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
New Hampshire	1483	75	8	12	21	4	6	2	5	1	3	3	4	3	2	.....	.....	.....	.....	.....	1	.....	.....	.....	4
New Jersey	2017	234	1	.....	1	17	26	23	28	17	23	17	21	12	17	9	3	6	6	.....	4	2	1	.....	9
New York	1628	249	21	21	26	47	34	46	20	12	14	4	2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	12
North Carolina	1725	58	6	7	6	6	3	4	3	3	6	.....	1	2	3	3	.....	.....	.....	.....	1	1	1	.....	3
North Dakota	1792	27	.....	.....	1	2	5	6	3	.....	5	1	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Ohio	1776	267	8	23	25	26	34	23	31	18	16	11	10	8	15	4	1	1	2	.....	.....	.....	7	4	11
Oklahoma	1775	106	8	6	2	21	13	4	14	9	12	2	3	2	4	.....	1	.....	2	3	.....	.....	.....	.....	3
Oregon	1431	63	24	5	8	19	2	.....	3	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Pennsylvania	1591	450	40	62	64	65	90	46	25	14	17	10	8	3	1	4	1	.....	.....	.....	.....	.....	.....	.....	24
Rhode Island	1723	98	8	4	6	12	16	13	10	10	11	4	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
South Carolina	1275	20	12	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
South Dakota	1760	60	1	.....	2	4	9	5	6	5	4	3	8	.....	4	7	.....	.....	.....	1	1	.....	.....	.....	2
Texas	1418	114	22	33	11	23	16	.....	7	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	6
Vermont	1525	46	9	4	7	12	4	3	1	.....	.....	2	2	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	2
Virginia	1325	22	10	4	1	2	2	1	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Washington	1760	207	1	2	18	33	34	26	23	27	17	16	1	7	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	5
West Virginia	1902	85	2	2	3	6	6	14	9	22	7	3	9	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Wisconsin	1756	179	4	14	15	17	25	26	15	21	14	5	9	4	3	5	2	.....	.....	.....	.....	.....	.....	.....	6
Wyoming	2050	37	.....	.....	.....	.....	.....	8	3	4	7	9	2	2	.....	1	.....	1	.....	.....	.....	.....	.....	.....	2

Read Table 34 as follows: $1670 (column 2) is the median salary of the 4788 senior high-school teachers (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these teachers 407 receive salaries below $1300 (column 4), 441 receive salaries between $1300 and $1399 (column 5), etc. A total of 200 cities reported (column 26). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 35.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL TEACHERS

Cities 5000 to 10,000 population

States	Median salary	Total No. teachers	Below $1200	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
United States	**$1567**	**3049**	**183**	**247**	**383**	**420**	**432**	**406**	**230**	**274**	**141**	**118**	**49**	**77**	**21**	**38**	**13**	**6**	**5**	.....	**1**	**4**	**1**	**229**
Alabama	1050	5	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Arizona	1938	63	.....	.....	1	.....	5	10	11	3	4	6	6	10	3	4	.....	.....	.....	.....	.....	.....	.....	4
California	2062	156	.....	.....	1	.....	.....	.....	3	30	29	24	8	30	4	16	2	5	2	.....	.....	1	1	6
Colorado	1588	78	.....	3	13	9	16	13	5	5	3	4	1	2	.....	3	1	.....	.....	.....	.....	.....	.....	3
Connecticut	1493	47	2	7	8	7	6	10	3	3	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Florida	1257	48	20	7	11	4	3	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Georgia	1254	26	24	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Idaho	1828	29	.....	.....	.....	.....	4	3	5	9	4	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Illinois	1473	126	.....	13	39	15	18	14	6	13	3	3	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....	8
Indiana	1455	113	7	17	21	21	8	18	14	4	.....	1	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	8
Iowa	1527	142	2	8	16	37	30	15	10	11	3	9	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	9
Kansas	1512	40	.....	3	7	9	8	1	1	6	1	1	1	.....	.....	1	.....	.....	1	.....	.....	.....	.....	2
Maine	1425	35	3	3	9	10	3	3	.....	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Massachusetts	1579	218	6	20	13	40	38	38	14	23	5	6	4	4	1	4	1	1	.....	.....	.....	.....	.....	22
Michigan	1629	239	2	8	18	28	50	47	29	21	11	12	5	5	.....	.....	3	.....	.....	.....	.....	.....	.....	16
Minnesota	1421	81	7	5	25	17	4	5	6	8	1	2	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	6
Mississippi	1238	7	2	4	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Missouri	1455	73	7	17	7	10	10	4	3	3	6	1	1	1	.....	3	.....	.....	.....	.....	.....	.....	.....	6
Montana	1450	11	2	.....	1	5	.....	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Nebraska	1596	90	.....	1	8	10	27	21	6	5	2	5	1	.....	1	.....	.....	.....	.....	.....	.....	3	.....	5
New Hampshire	1300	10	3	2	2	1	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	1844	152	.....	1	6	12	15	17	13	27	23	19	8	3	3	3	2	.....	.....	.....	.....	.....	.....	13
New Mexico	1670	14	.....	.....	.....	.....	.....	10	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New York	1645	139	.....	10	13	12	20	32	19	13	10	4	1	4	1	.....	.....	.....	.....	.....	.....	.....	.....	11
North Carolina	1272	43	15	9	4	11	1	.....	.....	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
North Dakota	1469	11	.....	.....	.....	8	1	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Ohio	1480	179	20	16	28	32	27	27	5	10	9	2	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....	13
Oklahoma	1496	87	1	12	17	14	15	7	14	3	2	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	5
Oregon	1636	47	2	7	3	5	4	7	3	4	3	3	1	3	2	.....	.....	.....	.....	.....	.....	.....	.....	3
Pennsylvania	1571	349	2	36	50	41	64	53	32	34	12	7	4	9	4	.....	.....	.....	.....	.....	1	.....	.....	28
Rhode Island	1679	13	.....	.....	.....	1	.....	7	1	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
South Carolina	957	8	7	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
South Dakota	1663	15	.....	.....	.....	3	2	4	1	2	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1359	111	19	16	35	14	13	3	3	7	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10
Vermont	1320	36	8	9	5	7	4	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Virginia	1197	26	14	6	1	.....	2	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Washington	1612	32	.....	.....	.....	10	5	8	5	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
West Virginia	1578	16	.....	.....	.....	.....	9	5	.....	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Wisconsin	1550	134	3	6	21	27	20	18	15	9	5	1	1	3	.....	3	1	.....	1	.....	.....	.....	.....	10

Read Table 35 as follows: $1567 (column 2) is the median salary of the 3049 senior high-school teachers (column 3), reported employed in the United States in cities 5000 to 10,000 in population. Of these teachers 183 receive salaries below $1200 (column 4), 247 receive salaries between $1200 and $1299 (column 5), etc. A total of 229 cities reported (column 25). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 36. DISTRIBUTION OF SALARIES PAID SENIOR HIGH SCHOOL TEACHERS
Cities of 2500 to 5000 population

States	Median salary	Total No. teachers	Below $800	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
United States	**$1469**	**2555**	**6**	**22**	**38**	**62**	**149**	**288**	**469**	**361**	**375**	**195**	**109**	**177**	**59**	**87**	**42**	**45**	**20**	**16**	**11**	**12**	**5**	**3**	**4**	**292**
Alabama	1086	21			1	11	3	3	1					2												4
Arizona	1836	31								5	1	1	6	7	3	5		1			2					3
Arkansas	885	17		10	1	1	3							2												3
California	2236	94												5	7	18	9	22	8	5	5	7	4	3	1	4
Colorado	1535	91						8	6	22	27	7	6	3	5	2	1	1		2	1					6
Connecticut	1400	26		1			3	5	4	3	1	2	3	4												5
Delaware	1466	16						5	1	3	3	2		2												2
Florida	1160	6					5				1															1
Georgia	1356	48	2	3	1	5	2	6	9	2		2	5	5		1	5									4
Idaho	1511	38						1	7	10	9	6	1	2		1	1									4
Illinois	1527	82				2	1	3	12	19	15	12	3	7	1	4		1	1				1			8
Indiana	1369	127			1	1	7	15	57	10	16	3	4	8		2			1	2						15
Iowa	1508	48					1	1	9	12	12	5	2	2		2		2								5
Kansas	1495	108						9	25	21	23	6	3	9	6	3	2	1								9
Kentucky	1225	51	1	2	5	8	7	10	12	3	2			1												8
Louisiana	1160	14			2	2	5	2	1					1	1											2
Maine	1166	26	1		3	7	3		1	2	5	2		1				1								4
Maryland	1275	30				3	3	12	2	2	2	1		3		2										1
Massachusetts	1370	53			4	7	12	5	10	6	7	2														11
Michigan	1591	110						2	20	12	23	13	10	13	2	9	3	1	1			1				12
Minnesota	1479	170					3	20	39	29	27	7	10	17	7	3		5	2	1						16
Mississippi	1188	11				2	4	3		1				1												2
Missouri	1375	50						16	12	2	3	3	1	1	2	3		3	2	2						6
Montana	1600	14								4	3	4			2		1									2
Nebraska	1481	47						8	9	8	10	4	1	5	1				1							5
Nevada	1650	14								3	2	4	1	4												1
NewHampshire	1188	23				1	12	5		1	1	3														3
New Jersey	1769	79						3	3	7	13	8	8	10	3	9	6	2		2	1	4				10
New Mexico	1625	6									2	4														1
New York	1522	178					4	25	21	32	32	19	19	7	6	6	3		1						3	23
North Carolina	1214	16	1	2	1	2	1	7	1	1																3
North Dakota	1450	17							6	5	1	4		1												2
Ohio	1448	119	1				5	10	31	26	18	8	3	7	2	3	2		1		2					16
Oklahoma	1351	95		1	1		12	12	42	7	11	3		4		2										12
Oregon	1319	57					4	21	18	3	6	2		1	1	1										5
Pennsylvania	1401	229					27	41	46	37	26	18	6	11	2	3	6	3	2	1						34
South Carolina	983	15			9	4	1		1																	5
Texas	1179	41		3	8	4	7	10	3	5		1														6
Vermont	1325	16				1	3	3	4	2	2							1								2
Washington	1566	89					1	3	11	11	28	14	7	13	1											8
West Virginia	1518	56			1		6	1	9	8	17	7	1	4		2										6
Wisconsin	1497	166				1	4	13	36	30	25	17	9	13	7	6	3	1		1						14
Wyoming	1460	10								7	1	1		1												1

Read Table 36 as follows: $1469 (column 2) is the median salary of the 2551 senior high-school teachers (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these teachers 6 receive salaries below $800 (column 4), 22 receive salaries between $800 and $899 (column 5), etc. A total of 292 cities reported (column 27). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 37.—DISTRIBUTION OF SALARIES PAID NON-SUPERVISING ELEMENTARY PRINCIPALS

Cities 100,000 and over

States	Median salary	Total No. teachers	Below $1500	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	Over 2499	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
United States	**2160**	**666**	**21**	**4**	**9**	**69**	**80**	**61**	**44**	**75**	**64**	**29**	**56**	**154**	**38**
Alabama	1217	15	12	.....	.....	2	1	.....	.....	.....	.....	.....	.....	.....	1
California	2256	39	.....	.....	.....	.....	.....	.....	.....	5	26	.....	8	.....	2
Colorado	2750	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	8	1
Connecticut	2115	59	1	.....	1	3	11	11	1	10	4	.....	1	16	2
Delaware	1900	2	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	1
D. of C.	1821	73	.....	.....	2	25	46	.....	.....	.....	.....	.....	.....	.....	1
Georgia	1750	2	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	1
Kansas	2034	35	.....	.....	.....	.....	.....	11	19	4	.....	.....	1	.....	1
Kentucky	1650	4	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Louisiana	2150	7	.....	.....	.....	.....	.....	.....	.....	7	.....	.....	.....	.....	1
Massachusetts	2150	69	.....	1	1	22	.....	2	8	1	4	2	3	25	4
Michigan	1950	4	.....	.....	.....	1	.....	2	1	.....	.....	.....	.....	.....	1
Minnesota	1900	14	.....	1	1	5	.....	.....	.....	7	.....	.....	.....	.....	2
Missouri	2317	26	.....	.....	.....	1	1	1	4	3	2	6	7	1	1
New Jersey	1950	10	.....	.....	.....	.....	3	4	2	1	.....	.....	.....	.....	2
New York	2916	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	1
New York City	3630	80	.....	.....	.....	.....	.....	.....	.....	1	.....	1	1	77	1
Ohio	2364	68	.....	.....	.....	1	.....	2	1	9	10	17	18	10	3
Oregon	2172	33	.....	.....	.....	.....	.....	5	.....	16	6	.....	.....	6	1
Pennsylvania	2206	51	.....	.....	.....	7	5	2	3	8	9	3	14	.....	2
Rhode Island	1947	17	.....	.....	.....	.....	1	16	.....	.....	.....	.....	.....	.....	1
Tennessee	1458	7	6	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1875	15	2	1	.....	.....	6	2	1	.....	3	.....	.....	.....	2
Utah	2150	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Washington	2025	16	.....	.....	.....	.....	5	2	4	2	.....	.....	3	.....	2
Wisconsin	2684	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	1

Read Table 37 as follows: $2160 (column 2) is the median salary of the 666 elementary principals (column 3) reported employed in the United States in cities of 100,000 population and over. Of these principals 21 receive salaries below $1500 (column 4), 4 receive salaries between $1500 and $1599 (column 5), etc. A total of 38 cities reported (column 16). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 38.—DISTRIBUTION OF SALARIES PAID NON-SUPERVISING ELEMENTARY PRINCIPALS

Cities 30,000 to 100,000 population

States	Median salary	Total No. principals	Below $1500	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	Over 2599	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
UnitedStates	**$1867**	**542**	**47**	**11**	**55**	**68**	**49**	**28**	**56**	**29**	**37**	**25**	**12**	**21**	**47**	**71**
California	2057	10	.....	.....	.....	.....	.....	1	7	1	.....	1	.....	.....	.....	5
Connecticut	2338	45	.....	1	1	.....	.....	1	1	4	13	4	3	4	13	4
Georgia	1700	12	4	2	.....	.....	1	.....	.....	.....	.....	.....	1	.....	4	6
Illinois	1650	16	4	3	2	2	1	1	.....	1	.....	2	.....	.....	.....	5
Indiana	2000	18	.....	.....	.....	3	6	.....	.....	4	1	1	1	1	1	4
Iowa	1786	16	.....	.....	2	7	1	1	2	.....	3	.....	.....	.....	.....	3
Kansas	2270	24	.....	.....	.....	.....	2	.....	3	.....	10	9	.....	.....	.....	1
Mass	1600	95	18	29	12	14	5	.....	4	1	1	2	.....	2	7	9
Michigan	1829	52	1	1	7	15	7	12	5	1	2	1	.....	.....	.....	6
Missouri	1184	22	.....	.....	2	4	6	1	6	3	.....	.....	.....	.....	.....	1
Nebraska	2088	7	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	3	.....	1
New York	2450	31	.....	2	1	.....	.....	1	3	6	1	.....	3	2	12	3
Ohio	1862	15	2	3	.....	.....	4	1	3	1	1	.....	.....	.....	.....	2
Oklahoma	2450	7	.....	.....	.....	.....	.....	1	.....	.....	2	.....	1	.....	3	1
Penn	1744	97	15	9	17	17	13	6	5	5	2	1	1	4	2	8
R. Island	1640	30	.....	11	10	2	1	.....	2	.....	.....	1	1	.....	2	2
Texas	2025	14	.....	1	.....	4	.....	.....	8	.....	.....	.....	1	.....	.....	2
Washington	2033	6	.....	.....	.....	.....	.....	2	3	1	.....	.....	.....	.....	.....	1
Wisconsin	2520	14	.....	.....	.....	.....	1	.....	.....	1	1	3	.....	5	3	3
Four States[1]	.....	11	3	6	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	4

[1] Four States each reporting salaries for less than five principals are combined in the distribution on this line.

Read Table 38 as follows: $1867 (column 2) is the median salary of the 542 principals (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these principals 4 receive a salary below $1500 (column 4), 7 receive a salary between $1500 and $1599 (column 5), etc. A total of 71 cities reported (column 17). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 39.—DISTRIBUTION OF SALARIES PAID NON-SUPERVISING ELEMENTARY PRINCIPALS

Cities of 10,000 to 30,000 population

States	Median salary	Total No. principals	$900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	Over 2499	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*	*18*	*19*	*20*	*21*
United States	**$1590**	**906**	**10**	**15**	**20**	**44**	**92**	**139**	**148**	**107**	**71**	**80**	**34**	**78**	**18**	**16**	**18**	**6**	**10**	**168**
Alabama	1217	7	1	1	1	3	1													2
Arizona	1940	6											1		5					1
Arkansas	1530	7						2	5											2
California	2075	56								2	2	11	4	12	4	9	8	1	3	8
Connecticut	1671	38						8	6	7	5	6	3	2			1			7
Georgia	1350	13	5		1		1	3		2		1								3
Illinois	1515	64			2	4	15	9	13	3	9	3	1	5						11
Indiana	1642	21		1	1	1	4		1	6	6	1								6
Iowa	1721	31					2	3	1	8	7	6				2			2	6
Kansas	1582	32			1		3	3	11	5	2	3	3	1						4
Kentucky	1250	16	2	1	4	2	3	2		2										2
Maine	1150	9		3	3					1		1				1				3
Maryland	1575	5	1						2	2										1
Massachusetts	1562	105					12	18	36	12	4	10	2	4	1	1	4		1	17
Michigan	1688	17					1	1	3	4	5	3								4
Minnesota	1657	15						1	2	8	1			3						3
Missouri	1337	40	1	2	1	13	8	4	1			10								5
Montana	2050	14								3			2	4		1		4		3
Nebraska	1650	11			1	2	1			3		4								2
New Hampshire	1342	20				5	12	1	1		1									3
New Jersey	2225	5													2	2			1	3
New York	1723	41						2	6	10	11	2	6	4						10
Ohio	1468	58		1		6	9	19	8	3	1	2	1	5				1	2	10
Oklahoma	2050	11									1			9	1					2
Oregon	1480	8						5	2	1										2
Pennsylvania	1549	80				1	6	19	29	8	5	3	4	2	2		1			15
Rhode Island	1390	49					2	25	6	5	1	1		5			4			4
Texas	1457	31		2	2	5	2	8	4	2		3		3						5
Vermont	1300	12		3	2	1	6													2
Washington	2030	13								1	1	1	2	5	3					3
West Virginia	1800	8							1		3	1	1	2						3
Wisconsin	1618	30		1	1		3	2	6	11	1	3	1	1						5
Wyoming	2028	10										3		7						2
Eight States [1]		23				1	1	4	4	1	2	2	3	4					1	9

[1] Eight States each reporting salaries for less than five principals are combined in the distribution on this line.

Read Table 39 as follows: $1590 (column 2) is the median salary of the 906 elementary principals (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these principals 10 receive salaries between $900 and $999 (column 4), 15 receive salaries between $1000 and $1999 (column 5), etc. A total of 168 cities reported (column 21). Similarly read the data given for each State. See page 130 for further explanation of the table.

TABLE 40.—DISTRIBUTION OF SALARIES PAID ELEMENTARY PRINCIPALS

(Both Teaching and Supervising.) Cities 5000 to 10,000 population

States	Median salary	Total No. principals	Below $800	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
United States	**$1505**	**810**	**1**	**10**	**19**	**23**	**51**	**85**	**109**	**101**	**126**	**56**	**59**	**49**	**18**	**37**	**28**	**11**	**5**	**4**	**8**	**5**	**5**	**222**
Alabama	950	3			3																			1
Arizona	1788	18										2	8	2		2		1	1	2				4
California	2123	51									1	1	9	9	2	13	11	3					2	12
Colorado	1738	17									6	1	4	3	1	1	1							4
Connecticut	1470	27				3	4		3	5	7	2		2			1							6
Florida	975	13		5	2			1		2	3													2
Georgia	900	8		4	1		3																	3
Idaho	1700	10									2	3	2	2		1								2
Illinois	1342	60				3	16	6	12	9	1	2	4	2	2	1							2	14
Indiana	1419	31				4		5	5	8	8	1												8
Iowa	1396	33						4	13	5	4	1		5		1								9
Kansas	1450	7						3		1		3												2
Maine	1350	6					1	1	2								1	1						2
Massachusetts	1611	60			1		1	3	7	9	8	9	11	4	2	3	1	1						19
Michigan	1430	45						10	11	5	7	6	3		1		1	1						12
Minnesota	1286	16					2	7	2		1		2		1			1						4
Mississippi	1350	1							1															1
Missouri	1400	18	1		4		2		2	2	1	2		1		1		1			1			5
Montana	1766	18				1	1			3		2	3	4	3					1				5
Nebraska	1458	27					2	2	6	6	10		1											5
New Hampshire	1150	2					2																	1
New Jersey	2079	41						2		2	3	3	1	1	3	7	9	1	1		5	2	1	13
New Mexico	1550	3									3													1
New York	1492	35							12	6	2	1	3	1		5	1		3		1			10
North Carolina	1817	5						1				1		3										2
North Dakota	1475	5							1	2	1	1												2
Ohio	1262	52			1	5	4	26	3	6	3	1	2									1		14
Oklahoma	1515	21			5		1		3		10	2												4
Oregon	1812	15								2	1	4		4	1	1	2							4
Pennsylvania	1502	65					4	5	15	8	21	5	2	1	1	1						2		23
Rhode Island	1500	8				1			1	2	3			1										2
South Carolina	950	2			2																			1
South Dakota	1550	4									4													1
Texas	1375	25				6	2	3	2	2	5	2	1	1						1				9
Vermont	1233	4					1	3																1
Virginia	1180	10		1			5		1	3														3
Washington	1570	9								1	5			2							1			2
West Virginia	1583	5									3		2											1
Wisconsin	1442	30						3	7	12	3	1	1	1	1			1						8

Read Table 40 as follows: $1505 (column 2) is the median salary of the 810 elementary principals (column 3) reported employed in the United States in cities 5000 to 10,000 in population. Of these principals one receives a salary below $800 (column 4), 10 receive salaries between $800 and $899 (column 5), etc. A total of 222 cities reported (column 25). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 41.—DISTRIBUTION OF SALARIES PAID ELEMENTARY PRINCIPALS

(Both Teaching and Supervising.) Cities of 2500 to 5000 population

States	Median salary	Total No. principals	Below $900	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	Over 2499	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*	*18*	*19*	*20*	*21*	*22*
United States	**$1358**	**482**	**16**	**32**	**33**	**56**	**70**	**59**	**45**	**41**	**26**	**18**	**27**	**10**	**17**	**10**	**6**	**2**	**3**	**11**	**211**
Alabama	966	6	1	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Arizona	1900	6	.....	.....	.....	.....	.....	.....	1	.....	1	.....	1	1	.....	.....	.....	.....	1	1	2
Arkansas	950	3	1	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
California	1675	22	.....	.....	.....	.....	.....	3	3	2	4	3	1	.....	2	2	.....	.....	1	1	7
Colorado	1438	21	.....	.....	.....	1	5	3	4	4	1	.....	1	2	.....	.....	.....	.....	.....	.....	6
Connecticut	1450	14	.....	.....	.....	5	.....	1	2	1	2	1	2	.....	.....	.....	.....	.....	.....	.....	6
Georgia	1950	16	.....	3	1	.....	.....	.....	1	1	.....	.....	1	2	2	5	.....	.....	.....	.....	3
Idaho	1450	10	.....	.....	.....	.....	1	2	4	.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	4
Illinois	1193	21	1	2	1	7	2	4	1	.....	.....	1	1	.....	1	.....	.....	.....	.....	.....	11
Indiana	1290	26	.....	.....	2	2	10	4	2	3	.....	.....	.....	.....	1	1	.....	.....	.....	1	11
Iowa	1175	7	.....	.....	2	2	1	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Kansas	1350	18	.....	1	.....	2	5	2	1	2	2	.....	1	.....	.....	.....	1	.....	.....	1	8
Kentucky	938	11	4	4	.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	7
Massachusetts	1283	13	.....	.....	4	.....	3	2	1	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
Michigan	1525	27	.....	1	.....	1	8	2	1	2	4	1	2	1	1	.....	1	.....	.....	2	9
Minnesota	1488	31	.....	.....	.....	.....	5	7	4	2	.....	3	3	2	3	.....	1	1	.....	.....	11
Missouri	1058	19	.....	6	6	.....	2	3	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	6
Montana	1750	5	.....	.....	.....	.....	.....	.....	.....	.....	1	3	1	.....	.....	.....	.....	.....	.....	.....	1
Nebraska	1312	13	.....	.....	.....	2	4	4	2	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
New Jersey	2050	7	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	1	.....	1	.....	.....	.....	.....	3	6
New York	1583	15	.....	.....	.....	.....	.....	3	2	3	.....	1	1	1	.....	.....	1	1	.....	2	10
North Carolina	1050	7	1	2	1	.....	2	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	3
Ohio	1250	17	.....	1	2	4	3	1	1	2	.....	.....	.....	.....	2	1	.....	.....	.....	.....	10
Oklahoma	1288	27	3	.....	3	4	4	2	1	2	3	.....	1	.....	3	.....	.....	.....	1	.....	12
Oregon	1412	11	.....	.....	.....	1	2	2	4	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Pennsylvania	1400	16	.....	.....	3	2	.....	3	2	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	11
Rhode Island	900	6	3	1	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	1000	10	2	3	1	1	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Washington	1800	14	.....	.....	.....	.....	.....	.....	2	2	2	1	3	1	1	.....	2	.....	.....	.....	7
West Virginia	1200	28	.....	1	2	11	1	8	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Wisconsin	1208	17	.....	.....	1	7	6	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....	.....	.....	7
Twelve States [1]	.....	18	.....	3	2	2	2	1	2	3	.....	1	2	.....	.....	.....	.....	.....	.....	.....	15

[1] Twelve States each reporting salaries for less than three principals are combined in the distribution on this line.

Read table 41 as follows: $1358 (column 2) is the median salary of the 482 elementary principals (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these principals 16 receive salaries below $900 (column 4), 32 receive salaries between $900 and $999 (column 5), etc. A total of 211 cities reported (column 22). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 42.—DISTRIBUTION OF SALARIES PAID SUPERVISING ELEMENTARY PRINCIPALS

Cities 100,000 population and over

States	Median salary	Total No. principals	Below $1700	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	3600	3800	4000	4200	4400	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
United States	**3126**	**3181**	**26**	**15**	**51**	**30**	**54**	**111**	**82**	**149**	**127**	**184**	**131**	**139**	**155**	**142**	**178**	**64**	**243**	**204**	**124**	**93**	**219**	**45**	**615**	**54**
Alabama	2493	35	7	....	....	....	3	1	....	....	7	5	....	3	5	....	3	....	1	....	....	....	....	....	....	1
California	2912	290	....	....	....	....	....	....	5	37	16	15	33	9	24	52	22	13	56	....	....	8	....	....	....	3
Colorado	2975	43	....	....	....	....	....	....	....	....	1	1	4	3	11	2	5	2	9	5	....	....	....	....	....	1
Connecticut	2579	27	....	....	....	....	1	....	2	3	2	7	2	2	2	....	1	....	3	2	....	....	....	....	....	1
Delaware	2230	19	....	....	1	....	3	4	5	3	2	1	....	....	....	....	....	....	....	....	....	....	....	....	....	1
D. of C.	1849	36	....	1	35	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1
Georgia	2108	43	....	2	....	7	11	21	....	....	2	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Illinois	5027	265	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6	....	8	7	3	14	11	12	204	1
Kansas	2150	4	....	....	....	....	....	4	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1
Kentucky	1938	52	12	8	3	8	6	8	7	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1
Louisiana	2553	58	....	....	....	....	....	....	6	10	4	17	17	1	3	....	....	....	....	....	....	....	....	....	....	1
Maryland	2557	85	....	....	....	....	....	....	....	30	1	20	2	31	....	....	....	....	1	....	....	....	....	....	....	1
Massachusetts	2800	62	....	....	7	1	8	1	3	2	3	3	1	2	3	4	8	2	14	....	....	....	....	....	....	3
Michigan	3220	159	....	1	....	....	3	8	....	16	15	....	1	....	9	....	....	....	23	....	34	....	28	....	21	2
Minnesota	2380	107	....	....	1	8	3	8	8	19	8	10	16	8	6	1	5	....	5	1	....	....	....	....	....	2
Missouri	3496	163	....	....	....	....	....	1	3	4	3	1	5	5	12	3	3	9	14	26	11	1	56	....	....	2
Nebraska	2620	50	....	....	....	1	....	3	3	3	7	7	5	11	4	2	4	....	....	....	....	....	....	....	....	1
New Jersey	3280	160	....	....	....	....	2	6	10	4	7	3	3	7	5	12	10	4	15	7	7	7	22	21	7	5
New York	3522	157	....	....	....	....	....	17	....	....	....	3	3	5	6	5	18	3	13	9	24	39	9	1	2	4
New York City	4683	405	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	25	1	17	10	352	1
Ohio	2816	327	....	....	1	....	4	8	17	8	27	38	33	21	40	53	11	12	25	28	1	....	....	....	....	7
Oregon	3216	38	....	....	....	....	....	....	....	....	....	....	....	....	....	....	8	....	30	....	....	....	....	....	....	1
Pennsylvania	3497	286	....	....	....	....	....	2	2	....	2	15	3	....	15	7	18	15	13	105	10	5	74	....	....	2
Rhode Island	3454	21	....	....	....	....	....	1	2	1	....	1	....	1	....	....	....	....	1	13	....	1	....	....	....	1
Tennessee	1766	14	5	3	2	1	1	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1
Texas	2538	76	2	....	1	3	5	8	4	....	14	3	....	18	2	....	16	....	....	....	....	....	....	....	....	3
Utah	2450	27	....	....	....	....	....	6	3	4	1	2	....	....	2	....	8	1	....	....	....	....	....	....	....	1
Virginia	2533	24	....	....	....	....	3	1	....	2	....	18	....	....	....	....	....	....	....	....	....	....	....	....	....	1
Washington	3005	87	....	....	....	1	1	1	2	3	5	14	3	12	....	....	32	1	12	....	....	....	....	....	....	2
Wisconsin	4150	61	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	....	1	9	17	2	1	29	1

Read Table 42 as follows: $3126 (column 2) is the median salary of the 3181 elementary principals (column 3) reported employed in the United States in cities over 100,000 in population. Of these principals 26 receive salaries below $1700 (column 4), 15 receive salaries between $1700 and $1799 (column 5), etc. A total of 54 cities reported (column 27). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 43.—DISTRIBUTION OF SALARIES PAID SUPERVISING ELEMENTARY PRINCIPALS

Cities 30,000 to 100,000 population

States	Median salary	Total No. principals	$1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
United States	**$2344**	**799**	**19**	**25**	**20**	**45**	**67**	**51**	**83**	**57**	**74**	**52**	**48**	**51**	**45**	**34**	**10**	**118**	**79**
Alabama	1913	7	.....	1	2	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Arkansas	2425	18	4	1	.....	.....	2	1	.....	.....	.....	4	.....	.....	5	.....	.....	1	1
California	2782	51	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	6	5	14	9	6	8	5
Colorado	2150	6	.....	.....	.....	1	1	.....	2	.....	.....	.....	.....	1	1	.....	.....	.....	1
Connecticut	2338	15	.....	.....	.....	.....	.....	1	3	2	4	.....	.....	.....	.....	2	.....	3	3
Georgia	1870	11	1	1	.....	5	.....	.....	.....	2	.....	.....	.....	.....	2	.....	.....	.....	1
Illinois	2085	71	.....	2	5	8	12	10	8	2	9	.....	1	4	.....	.....	.....	10	4
Indiana	2375	68	.....	.....	.....	4	9	1	3	8	12	9	5	7	3	2	.....	5	5
Iowa	2475	35	.....	.....	.....	1	5	1	4	2	3	2	2	12	.....	3	.....	.....	3
Maine	2250	11	2	1	.....	.....	.....	1	.....	3	.....	.....	.....	3	.....	1	.....	.....	2
Massachusetts	2550	52	4	.....	.....	.....	2	4	11	.....	3	.....	4	2	1	5	1	15	8
Michigan	1966	54	1	6	8	8	6	2	1	7	1	.....	5	3	.....	.....	.....	6	7
Minnesota	2275	19	.....	.....	.....	.....	3	.....	2	6	4	2	.....	.....	.....	2	.....	.....	1
Missouri	2175	6	.....	.....	.....	.....	.....	.....	4	2	.....	.....	.....	.....	.....	.....	.....	.....	1
Nebraska	2250	10	.....	.....	.....	.....	.....	2	2	2	2	2	.....	.....	.....	.....	.....	.....	1
New Hampshire	1970	14	.....	.....	.....	.....	10	.....	2	1	.....	1	.....	.....	.....	.....	.....	.....	1
New Jersey	3031	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	4	1	4	1	2	39	4
New York	2388	70	.....	8	.....	.....	.....	2	16	2	8	2	7	3	5	6	1	10	6
North Carolina	2750	5	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	2	1
Ohio	2304	33	.....	.....	.....	5	.....	1	4	6	14	1	2	.....	.....	.....	.....	.....	3
Oklahoma	3009	20	.....	.....	.....	.....	1	5	3	.....	.....	.....	.....	.....	.....	.....	.....	11	2
Pennsylvania	2236	63	.....	.....	1	2	7	6	13	7	7	13	3	3	.....	1	.....	.....	7
Texas	2012	21	1	.....	.....	4	5	4	.....	2	1	.....	2	1	1	.....	.....	.....	2
Virginia	1850	29	5	5	2	5	.....	4	.....	1	.....	2	.....	2	3	.....	.....	.....	3
Washington	2500	22	.....	.....	.....	.....	.....	.....	1	2	2	6	1	3	4	2	.....	1	1
West Virginia	2083	18	1	.....	2	1	.....	6	1	.....	.....	3	4	.....	.....	.....	.....	.....	2
Wisconsin	2700	16	.....	.....	.....	.....	.....	.....	3	.....	1	2	1	1	1	.....	.....	7	3

Read Table 43 as follows: $2344 (column 2) is the median salary of the 799 elementary principals (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these principals 19 receive salaries between $1500 and $1599 (column 4), 25 receive salaries between $1600 and $1699 (column 5), etc. A total of 79 cities reported (column 20). Similarly read the data given for each State. See page 130 for further explanation of this table.

THE UNITED States has not in the past and is not now maintaining salary schedules necessary to provide even a major fraction of the classrooms of the country with qualified teachers. Millions of children are today being taught by teachers wholly unfitted for a duty so vital to the Nation's welfare. Due to the depreciation of the dollar, present salary schedules have little more drawing power than they had before the war. The higher salaries paid in the large cities which are the most influential in attracting recruits into the profession, generally have less purchasing power than before the war.—*Better Salaries—Better Citizens, The Journal of the National Education Association, May, 1923, p. 207.*

TABLE 44.—DISTRIBUTION OF SALARIES PAID SUPERVISING ELEMENTARY PRINCIPALS. Cities 10,000 to 30,000 population

States	Median salary	Total No. principals	$1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
United States	**$2008**	**350**	**5**	**13**	**10**	**23**	**25**	**13**	**60**	**24**	**26**	**33**	**25**	**16**	**12**	**15**	**9**	**9**	**11**	**1**	**4**	**5**	**3**	**8**	**104**
Alabama	1450	9	.....	4	1	.....	.....	1	2	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Arizona	2300	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	3	1	.....	1	.....	.....	1	.....	.....	.....	.....	1	1
Arkansas	2150	6	.....	.....	.....	.....	.....	.....	1	.....	2	.....	1	.....	.....	1	.....	1	.....	.....	.....	.....	.....	.....	1
California	2475	21	.....	.....	.....	.....	.....	.....	.....	.....	1	6	2	.....	2	.....	1	2	3	.....	.....	4	.....	.....	5
Connecticut	2062	19	.....	.....	.....	.....	.....	2	5	.....	4	2	.....	1	.....	3	.....	.....	1	.....	.....	.....	.....	1	8
Illinois	1620	22	.....	4	.....	6	5	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
Indiana	1863	15	.....	2	1	.....	2	.....	4	4	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	4
Iowa	1812	16	.....	.....	.....	6	.....	1	8	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Massachusetts	1988	29	.....	.....	.....	4	3	.....	4	4	3	2	3	1	4	1	.....	.....	.....	.....	.....	.....	.....	.....	8
Michigan	1625	6	.....	.....	.....	2	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Montana	2238	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
New Jersey	2616	33	.....	.....	.....	.....	.....	.....	.....	1	2	2	1	4	2	4	3	.....	2	1	3	1	2	5	9
New York	1940	24	.....	.....	.....	.....	1	3	6	5	3	4	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	8
North Carolina	2050	9	1	2	.....	.....	.....	.....	1	.....	1	.....	1	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	3
Ohio	1875	15	.....	.....	.....	1	3	2	.....	2	.....	.....	.....	.....	.....	.....	1	2	3	.....	.....	.....	1	.....	5
Oklahoma	2050	5	.....	.....	.....	1	1	.....	.....	.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Oregon	1750	5	.....	.....	2	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	2
Pennsylvania	1850	24	.....	.....	4	1	1	.....	12	1	.....	2	.....	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	7
South Dakota	1925	13	.....	.....	.....	.....	.....	1	4	6	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Texas	1612	7	2	1	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Washington	2188	15	.....	.....	.....	.....	.....	.....	.....	.....	4	4	1	2	.....	1	2	1	.....	.....	.....	.....	.....	.....	2
West Virginia	2084	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	1	1	.....	1	.....	1	.....	.....	.....	.....	.....	.....	3
Wisconsin	2050	8	.....	.....	.....	.....	1	2	1	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	.....	.....	.....	1	3
Wyoming	2225	5	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Thirteen States [1]	.....	21	2	.....	2	2	.....	.....	4	1	4	1	1	1	1	.....	.....	1	.....	.....	1	.....	.....	.....	14

[1] Thirteen States each reporting salaries for less than five principals are combined in the distribution on this line.

Read Table 44 as follows: $2008 (column 2) is the median salary of the 350 elementary principals (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these principals 5 receive salaries between $1200 and $1299 (column 4), 13 receive salaries between $1300 and $1399 (column 5), etc. A total of 104 cities reported (column 26). Similarly read the data given for each State. See page 130 for further explanation of this table.

THAT NATION which, after the war, employs the best teachers with the highest pay and as a part of the best school system will be the best governed and therefore the greatest nation. Of that I am absolutely certain. No people which do not respect education will demand and support good government, and if there is not a vital impulse running through its education the people of no nation can be expected to respect it.

I believe, and an increasing number of other people are beginning to believe, that education lies at the root of happiness for every people. Worthy education is impossible where inferior teaching forces are employed, and only inferior teaching forces can be secured where inferior pay is offered. Where teaching is inferior good government cannot be expected.—*H. A. L. Fisher.*

TABLE 45.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL PRINCIPALS

Cities over 100,000 population

States	Median salary	Total No. principals	Below $3000	3000	3100	3200	3400	3600	3800	4000	4200	4400	4600	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
United States	**$3485**	**131**	**15**	**16**	**9**	**14**	**27**	**15**	**6**	**2**	**2**	**6**	**19**	**30**
California	3200	22	.....	9	2	2	9	.....	.....	.....	.....	.....	.....	3
Colorado	3617	5	.....	.....	1	.....	1	3	.....	.....	.....	.....	.....	1
Delaware	2550	5	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Kansas	3500	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Maryland	3034	10	3	6	1	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	2900	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Massachusetts	3450	7	.....	.....	.....	3	2	1	.....	1	.....	.....	.....	2
Michigan	4700	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	1
Minnesota	3850	6	.....	.....	.....	.....	.....	2	4	.....	.....	.....	.....	2
Missouri	3850	5	.....	.....	.....	.....	.....	2	2	.....	.....	1	.....	2
New Jersey	4250	6	1	.....	.....	.....	.....	1	.....	1	.....	1	2	3
New York [1]	4500	3	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1	1
New York City	4700	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	1
Ohio	3492	27	2	.....	1	5	12	6	.....	.....	1	.....	.....	4
Pennsylvania	4650	9	.....	.....	.....	1	1	.....	.....	.....	.....	1	6	3
Utah	3200	6	2	.....	1	2	1	.....	.....	.....	.....	.....	.....	1
Virginia	3150	5	1	.....	3	1	.....	.....	.....	.....	.....	.....	.....	1
Wisconsin	4500	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	1

Read Table 45 as follows: $3485 (column 2) is the median salary of the 131 junior high-school principals (column 3) reported employed in the United States in cities of over 100,000 population. Of these principals 15 receive salaries below $3000 (column 4), 16 receive salaries between $3000 and $3099 (column 5), etc. A total of 30 cities reported (column 15). Similarly read the data given for each State. See page 130 for further explanation of this table. [1] Excludes New York City.

TABLE 46.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL PRINCIPALS

Cities 30,000 to 100,000 population

States	Median salary	Total No. principals	Below $2300	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
United States	**$3050**	**103**	**11**	**1**	**2**	**4**	**6**	**9**	**8**	**1**	**23**	**10**	**17**	**11**	**46**
California	3225	13	.....	.....	.....	.....	.....	.....	.....	.....	5	1	4	3	4
Illinois	2450	6	2	1	.....	1	1	.....	.....	.....	.....	.....	.....	1	4
Iowa	3066	6	.....	.....	.....	.....	1	.....	.....	.....	3	.....	.....	2	2
Massachusetts	3186	24	.....	.....	.....	.....	.....	4	2	.....	7	5	5	1	7
Michigan	3016	7	.....	.....	.....	2	.....	1	.....	.....	3	.....	1	.....	5
Ohio	2675	5	1	.....	.....	.....	2	.....	.....	.....	1	.....	1	.....	2
Pennsylvania	2700	10	3	.....	1	.....	1	1	.....	.....	2	2	.....	.....	5
Fourteen States [1]	.....	32	5	.....	1	1	1	3	6	1	2	2	6	4	17

[1] Fourteen States each reporting salaries for less than five principals are combined in the distribution on this line.

Read Table 46 as follows: $3050 (column 2) is the median salary of the 103 junior high-school principals (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these principals 11 receive salaries below $2300 (column 4), 1 receives a salary between $2300 and $2399 (column 5), etc. A total of 46 cities reported (column 16). Similarly read the data given for each State. See page 130 for further explanation of this table.

IF THE schools are to secure and retain able leaders, the salaries paid must rise to meet new salary levels. To make the case more pointed, the city which paid its superintendent $10,000 before the war should now be paying $20,000 for the same kind of ability. The principal who did receive $4,000, should now receive $8,000. In discussions of salary schedules there should be as great care taken to ensure able leadership for the schools as to insure for the lowest paid teachers a reasonable standard of living.—*W. Randolph Burgess, Trends of School Cost, Russell Sage Foundation, 130 E. 22nd St., New York City, p. 109.*

TABLE 47.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL PRINCIPALS
Cities 10,000 to 30,000 population

States	Median salary	Total No. principals	Below $2000	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
United States	**$2350**	**66**	**18**	**7**	**1**	**6**	.....	**6**	**3**	**4**	**6**	**2**	.....	**13**	**57**
California	3025	6	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....	4	5
Massachusetts	2550	9	2	.....	1	1	.....	.....	1	1	.....	1	.....	2	8
Pennsylvania	1962	5	4	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	5
Twenty-three States[1]	.....	46	12	7	.....	3	.....	6	2	3	5	1	.....	7	39

[1] Twenty-three States each reporting salaries for less than five principals are combined in the distribution on this line. Read Table 47 as follows: $2350 (column 2) is the median salary of the 66 junior high-school principals (column 3) reported employed in the United States in cities 10,000 to 30,000 in population. Of these principals 18 receive salaries below $2000 (column 4), 7 receive salaries between $2000 and $2099 (column 5), etc. A total of 57 cities reported (column 16). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 48.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL PRINCIPALS
Cities 5000 to 10,000 population

States	Median salary	Total No. principals	Below $1600	1600	1700	1800	1900	2000	2100	2200	2300	2400	Over 2499	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
United States	**$1917**	**75**	**18**	**10**	**5**	**5**	**6**	**9**	**2**	**5**	**3**	**5**	**7**	**71**
Massachusetts	2150	9	.....	2	.....	.....	.....	2	1	2	1	.....	1	8
New York	2000	6	.....	1	.....	1	1	2	.....	.....	1	.....	.....	6
Pennsylvania	1716	9	4	.....	3	.....	1	1	.....	.....	.....	.....	.....	8
Twenty-seven States[1]	.....	51	14	7	2	4	4	4	1	3	1	5	6	49

[1] Twenty-seven States each reporting salaries for less than five principals are combined in the distribution on this line. Read Table 48 as follows: $1917 (column 2) is the median salary of the 75 junior high-school principals (column 3) reported employed in the United States in cities 5000 to 10,000 in population. Of these principals 18 receive salaries below $1600 (column 4), 10 receive salaries between $1600 and $1699 (column 5), etc. A total of 71 cities reported (column 15). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 49.—DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL PRINCIPALS
Cities of 2500 to 5000 population

States	Median salary	Total No. principals	$1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	Over 2499	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
United States	**$1594**	**75**	**29**	**9**	**3**	**4**	**10**	**3**	**10**	.....	.....	.....	**1**	**6**	**65**
California	2500	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Colorado	1950	3	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	1	3
Connecticut	2050	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Illinois	1400	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Indiana	1450	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Iowa	1600	2	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Kansas	2000	4	.....	.....	.....	1	.....	1	2	.....	.....	.....	.....	.....	4
Massachusetts	2450	3	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	1	3
Michigan	1475	3	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Minnesota	1475	6	4	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	6
Missouri	1450	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Montana	2050	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Nebraska	1550	2	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Nevada	1750	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
New York	1950	5	2	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....	5
North Dakota	1450	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Ohio	1750	8	2	1	.....	2	.....	.....	2	.....	.....	.....	.....	1	8
Oklahoma	1650	4	2	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	4
Oregon	1550	5	2	1	.....	.....	1	.....	1	.....	.....	.....	.....	.....	4
Pennsylvania	1475	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	3
Vermont	1850	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Washington	2050	3	.....	.....	.....	.....	1	.....	1	.....	.....	.....	.....	1	2
West Virginia	1486	12	7	4	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	4
Wisconsin	1550	3	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	3

Read Table 49 as follows: $1594 (column 2) is the median salary of the 75 junior high school principals (column 3) reported employed in cities 2500 to 5000 in population. Of these principals 29 received salaries between $1400 and $1499 (column 4), 9 received salaries between $1500 and $1599 (column 5), etc. A total of 65 cities reported (column 16). Similarly read the data given for each State. See page 130 for further explanation of this table.

TABLE 50.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL PRINCIPALS

Cities 100,000 population and over

States	Median salary	Total No. principals	$2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	3600	3800	4000	4200	4400	4600	4800	Over 5000	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
United States	**$4400**	**334**	**7**	**1**	**1**	**1**	**7**	.....	**16**	**2**	**17**	**24**	**24**	**26**	**28**	**13**	**38**	**14**	**11**	**104**	**59**
Alabama	3150	5	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	1	.....	.....	.....	.....	.....	.....	1
California	3628	42	.....	.....	.....	.....	.....	.....	3	.....	7	10	7	5	1	2	7	.....	.....	.....	3
Colorado	4900	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1	2	1
Connecticut	3150	8	.....	1	1	.....	.....	.....	1	.....	2	.....	1	.....	.....	1	1	.....	.....	.....	2
Delaware	3050	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
District of Columbia	3275	7	.....	.....	.....	.....	1	.....	1	.....	4	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Georgia	2850	4	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Illinois	5048	24	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	23	1
Indiana	4400	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	1	.....	.....	1	1
Kansas	3050	4	.....	.....	.....	.....	1	.....	2	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Kentucky	4100	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	1
Louisiana	3075	3	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Maryland	4075	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	4	.....	.....	.....	.....	.....	1
Massachusetts	4050	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	2	2	.....	3	2	.....	.....	4
Michigan	5017	15	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	2	.....	2	.....	.....	9	2
Minnesota	4050	11	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	3	2	1	3	.....	.....	.....	2
Missouri	4760	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	5	.....	5	2
Nebraska	4300	4	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	1	1
New Jersey	5000	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	9	5
New York (excludes N. Y. City)	4400	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	2	1	2	1	2	4
New York City	6500	29	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	29	1
Ohio	4416	34	1	.....	.....	.....	.....	.....	2	.....	1	6	1	3	1	1	13	2	1	2	7
Oregon	4033	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	3	2	.....	.....	.....	.....	1
Pennsylvania	5025	30	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	6	.....	.....	2	.....	1	.....	20	4
Rhode Island	4533	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	1	1
Tennessee	3050	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Texas	3150	15	5	.....	.....	.....	.....	.....	2	1	.....	2	1	.....	4	.....	.....	.....	.....	.....	3
Utah	3900	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	1
Virginia	3550	2	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Washington	3960	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	5	1	.....	3	.....	.....	.....	2
Wisconsin	4883	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	6	.....	1

Read Table 50 as follows: $4400 (column 2) is the median salary of the 334 senior high-school principals (column 3) reported employed in the United States in cities over 100,000 in population. Of these principals 7 receive salaries between $2400 and $2499 (column 4), 11 receives a salary between $2500 and $2599 (column 5), etc. A total of 59 cities reported (column 22). Similarly read the data given for each State. See page 130 for further explanation of this table.

IN OTHER words, the reason why our revenues are inadequate is because we are tinkering with an outworn and irremediably defective machine. You can't patch it up. I don't mean to say that there are not States in this country which are more agricultural in character than, let us say, New York or Massachusetts or Illinois, where for some time perhaps the general property tax will linger. But I do mean to say that the sooner we realize that the real basis of taxation, the real criterion of ability to pay has changed from property to produce, or yield, or earnings, or profits, or income, the better for all concerned.—*Prof. Edwin R. A. Seligman, Financing Public Education, p. 33, National Education Association, Washington, D. C.*

TABLE 51.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL PRINCIPALS

Cities 30,000 to 100,000 population

States	Median salary	Total No. principals	Below $3100	3100	3200	3400	3600	3800	4000	4200	4400	4600	4800	5000	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*
United States	**$3806**	**127**	**13**	**7**	**14**	**11**	**18**	**12**	**20**	**10**	**12**	**1**	**4**	**5**	**93**
California	4300	6	.....	.....	.....	.....	.....	1	1	2	1	.....	.....	1	5
Connecticut	3950	5	.....	.....	.....	.....	1	2	1	.....	.....	.....	1	.....	3
Georgia	3300	5	2	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	2
Illinois	4050	7	1	.....	1	.....	1	.....	2	1	.....	.....	1	.....	7
Indiana	3667	6	2	.....	.....	.....	3	.....	.....	1	.....	.....	.....	.....	4
Massachusetts	4100	16	.....	1	.....	2	.....	.....	10	1	2	.....	.....	.....	11
Michigan	3700	9	1	1	1	1	1	1	1	.....	.....	.....	1	1	7
Missouri	3550	5	1	.....	.....	2	1	.....	.....	1	.....	.....	.....	.....	1
New Jersey	4550	5	.....	.....	.....	.....	.....	.....	1	.....	2	.....	1	1	5
New York	4100	8	.....	.....	.....	2	.....	1	1	3	.....	.....	.....	1	7
Pennsylvania	3380	13	.....	2	5	1	3	.....	.....	.....	2	.....	.....	.....	11
Wisconsin	3950	5	.....	.....	.....	.....	1	2	.....	1	.....	1	.....	.....	4
Seventeen States[1]	.....	37	6	3	6	3	5	5	3	.....	5	.....	.....	1	26

[1]Seventeen States each reporting salaries for less than five principals are combined in the distribution on this line.

Read Table 51 as follows: $3806 (column 2) is the median salary of the 127 senior high-school principals (column 3) reported employed in the United States in cities 30,000 to 100,000 in population. Of these principals 13 receive salaries below $3100 (column 4), 7 receive salaries between $3100 and $3199 (column 5), etc. A total of 93 cities reported (column 16). Similarly read the data given for each State. See page 130 for further explanation of this table.

THE USUAL discussion regarding school costs consists of wild gesticulation for the purpose of attracting attention. The object is often headline publicity rather than presentation of fact or enlightenment of the reader.

The total cost of public education in the state of New York for the school year ending July 31, 1922, was $188,604,973. Of this amount there was contributed from the state budget $35,833,018, or approximately 19 per cent. In other words the total school expenditures for the year mentioned, based on the 1920 population, were approximately $18.16 per capita. Is this a prohibitive per capita expenditure for the people of the Empire State?

On the other hand let us note the per pupil cost. The amount expended for school maintenance in the state for school year ending July 31, 1922, was $99.19 for each pupil in average daily attendance. The amount would, of course, be much less if based on total registration. While commercial and economic costs of all kinds have increased anywhere from 100 to 150 per cent as compared with pre-war levels, school costs on the per pupil basis have increased less than 100 per cent. Schools are therefore being maintained more economically now than before the war. At the present time we are investing approximately $100 per year in the education of each pupil in our schools. If the average pupil should complete the eight elementary grades, which he does not, this would mean a total educational investment in each child of only $800. Is the investment impossible? Is the exchequer of the state thus easily embarrassed? Is this a prohibitive per pupil expenditure for the people of the Empire State?

It may be of further interest to note briefly the ability of the state to support education. We frequently think of the wealth of the state in terms of assessed valuation of property, although property may be assessed from full or real value to a relatively small amount. The real value of property in the state is approximately $17,500,000,000. There is other wealth than property, however. The total wealth of the state according to the most reliable estimates is approximately $35,000,000,000. It is unfortunate that a large part of this wealth is taxed in no way for the support of public education. The National Bureau of Economic Research estimates the annual income of the state at approximately $9,000,000,000. On the basis of these figures the total cost of education in the state at the present time represents a tax of approximately one per cent on the real value of property. It represents a tax of approximately five-tenths of one per cent on the total estimated wealth of the state. It further means that of our annual income we are using approximately two dollars out of every hundred for purposes of education. Is it reasonable to conclude from the facts above stated that the development of the system of public education in the state is forcing us into bankruptcy?

The schools need the constant constructive suggestion and helpful criticism of all groups. There should be free and frank discussion of educational problems. It is vital, however, to present the facts in full or at least to give as complete a picture as possible that the perspective may be reasonably correct.—*Excerpt from Editorial Is Education a Luxury, George M. Wiley, Assistant Commissioner of Education, New York. The Journal of New York State Teachers' Association, May, 1923, p. 118 and 119.*

TABLE 52.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL PRINCIPALS—Cities 10,000 to 30,000 population

States	Median salary	Total No. principals	Below $2000	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3400	3600	3800	4000	4200	4400	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*	*18*	*19*	*20*	*21*	*22*	*23*	*24*
United States	**$3051**	**202**	**9**	**2**	**4**	**8**	**5**	**10**	**10**	**6**	**11**	**14**	**2**	**35**	**2**	**29**	**18**	**12**	**4**	**10**	**4**	**7**	**189**
California	4025	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	4	.....	.....	6
Connecticut	3050	11	.....	.....	.....	.....	.....	.....	2	.....	1	2	.....	1	.....	4	.....	.....	1	.....	.....	.....	11
Illinois	3050	9	.....	.....	.....	1	.....	.....	1	1	.....	1	.....	1	.....	1	.....	.....	.....	1	1	1	9
Indiana	3050	7	.....	.....	.....	1	.....	.....	.....	1	1	.....	.....	1	.....	3	.....	.....	.....	.....	.....	.....	6
Iowa	3425	7	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	1	.....	.....	2	1	.....	1	.....	.....	6
Massachusetts	3212	19	.....	.....	.....	.....	1	.....	1	1	1	1	.....	4	.....	4	4	.....	.....	2	.....	.....	19
Michigan	3150	5	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	1	1	1	.....	.....	.....	.....	.....	5
Missouri	2600	6	1	.....	.....	.....	.....	2	.....	.....	1	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	5
New Jersey	3500	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	2	1	.....	1	1	1	8
New York	2950	9	.....	.....	.....	.....	1	.....	1	.....	.....	2	1	.....	.....	3	1	.....	.....	.....	.....	.....	9
Ohio	2850	11	1	.....	.....	1	.....	1	.....	1	1	1	.....	2	.....	2	.....	.....	.....	.....	.....	1	11
Pennsylvania	2825	22	1	.....	1	2	2	.....	1	1	2	4	.....	4	.....	1	.....	2	.....	.....	1	.....	22
Texas	2275	7	2	.....	.....	2	.....	.....	1	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	5
Washington	3050	7	.....	1	.....	.....	.....	1	1	.....	.....	.....	.....	1	.....	.....	2	1	.....	.....	.....	.....	5
West Virginia	3050	5	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	1	.....	.....	.....	3
Wisconsin	3500	6	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	2	.....	.....	2	.....	.....	1	6
Twenty-four States	.....	57	3	1	2	1	1	5	1	.....	3	3	.....	15	1	6	4	6	.....	1	1	3	53

TABLE 53.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL PRINCIPALS—Cities 5000 to 10,000 population

States	Median salary	Total No. principals	Below $2100	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3600	3700	3800	3900	4000	No. cities reporting
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*	*14*	*15*	*16*	*17*	*18*	*19*	*20*	*21*	*22*	*23*	*24*
United States	**$2502**	**223**	**47**	**16**	**22**	**5**	**22**	**28**	**19**	**16**	**11**	**2**	**12**	**4**	**11**	.....	**5**	**2**	.....	.....	.....	**1**	**215**
California	3275	5	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	2	.....	1	.....	.....	.....	.....	1	5
Connecticut	2475	5	.....	1	.....	.....	2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Illinois	2450	7	3	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	6
Indiana	2200	8	3	1	2	.....	.....	.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8
Iowa	2275	9	2	1	2	.....	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9
Massachusetts	2586	20	.....	.....	2	1	1	7	2	.....	1	.....	3	1	.....	.....	2	.....	.....	.....	.....	.....	20
Michigan	2717	14	1	.....	1	1	2	1	1	3	1	.....	1	.....	.....	.....	2	.....	.....	.....	.....	.....	14
Minnesota	2060	6	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Missouri	2250	7	3	.....	1	.....	1	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
Nebraska	2525	7	2	.....	.....	.....	1	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
New Jersey	2675	12	1	.....	1	1	1	1	2	1	.....	.....	3	.....	1	.....	.....	.....	.....	.....	.....	.....	12
New York	2400	10	.....	1	3	1	1	.....	2	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	10
North Carolina	2150	5	2	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Ohio	2283	15	4	1	3	.....	2	4	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14
Oklahoma	2384	5	.....	.....	.....	.....	3	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	5
Pennsylvania	2475	25	3	5	2	1	2	4	2	3	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	25
Texas	2084	10	6	2	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	10
Wisconsin	2725	9	.....	.....	2	.....	.....	1	1	.....	2	.....	1	2	.....	.....	.....	.....	.....	.....	.....	.....	
Twenty States	.....	44	12	2	3	.....	2	2	4	5	4	1	2	1	4	.....	.....	2	.....	.....	.....	.....	42

TABLE 54.—DISTRIBUTION OF SALARIES PAID SENIOR HIGH SCHOOL PRINCIPALS. Cities 2500 to 5000 population

States	Median salary	Total No. principals	Below $1100	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	Over 3199	No. cities reporting
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
United States	**$2062**	**231**	**8**	**4**	**3**	**6**	**4**	**5**	**11**	**9**	**31**	**14**	**33**	**10**	**32**	**3**	**11**	**13**	**8**	**4**	**1**	.....	**10**	.....	**11**	**214**
Alabama	1350	2	1						1																	2
Arizona	3150	2																					1		1	2
Arkansas	1200	2	1			1																				1
California	3100	2																							2	2
Colorado	2550	7									1						2	1		2	1					5
Connecticut	2400	6							1				1		1			1					2			6
Florida	1800	2				1									1											1
Georgia	1150	12	5	2	1	1					1												2			4
Idaho	2000	4								1	1			1			1									4
Illinois	2150	6								1	1		1		1		1	1								5
Indiana	2012	15							1	1	2	3	4	1		1	2									14
Iowa	1900	4							1		1	1						1								4
Kansas	2266	6									1				3		1	1								6
Kentucky	1866	6				1					3				1		1									6
Louisiana	2450	1															1									1
Maine	1850	3									1							1								3
Massachusetts	2225	9								1		2	1		2	1		1	1							9
Michigan	2050	9							2	1		1	1						4							9
Minnesota	2150	14								1	2		3	2	4			1							1	14
Mississippi	1750	2					1						1													2
Missouri	2100	6									2	1			2										1	6
Montana	2300	2						1															1			2
Nebraska	2250	4									1				2	1										4
Nevada	2550	2										1													1	1
N. Hampshire	2550	2																2								2
New Jersey	2900	4																1	1						2	4
New York	2100	14					1			1	2	1	2	1	3				1						2	14
N. Carolina	1350	3			1	1					1															3
North Dakota	2150	2											1		1											2
Ohio	2050	11						1	1	1	1		3		2								2			11
Oklahoma	2910	11		1				1			3		5		1											11
Oregon	2062	5											4	1												5
Pennsylvania	1950	22		1			2	2	2		3	2	2	2	3		1	1		1						22
SouthCarolina	1300	2			1	1																				2
Texas	1825	5	1						1		2							1								4
Vermont	2650	2													1								1			2
Virginia	2050	1											1													1
Washington	2233	8									1	1	1		3		1		1							8
West Virginia	2150	7								1			2	1	1					1			1			6
Wisconsin	1950	3									1	1													1	3
Wyoming	2150	1												1												1

Read Table 54 as follows: $2062 (column 2) is the median salary of the 231 senior high-school principals (column 3) reported employed in the United States in cities 2500 to 5000 in population. Of these principals, 8 receive salaries below $1100 (column 4), 4 receive salaries between $1100 and $1199 (column 5), etc. A total of 214 cities reported (column 27). Similarly read the data given for each State. See page 130 for further explanation of this table.

Administrative Salaries, 1922-23

The subsequent tables indicate the salaries paid in the administrative and supervisory positions common to the largest number of cities.

TABLE 55.—SALARIES PAID ADMINISTRATIVE OFFICERS, 1922–1923

Cities over 100,000 population

City	Superintendent of schools	Associate or assistant superintendent			Secretary of Board	Business manager	Superintendent buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research	Director tests and measurements
		No.	Maximum	Minimum							
1	2	3	4	5	6	7	8	9	10	11	12
Median	**$7750**	....	**$4800**	**$4200**	**$4000**	**$4250**	**$3600**	**$1928**	**$2500**	**$4000**	**$2500**
Birmingham	6000	2	6000	6000	3000	4250	2400	1540	2200	2700	.....
Los Angeles	8000	6	4800	4200	5000	7200	3900	3600	3000	4200	.....
Oakland	10,000	3	5500	4500	4000	4000	.....	2520	.....	4000	2700
San Francisco	4000	6	3780	.....	1800	.....	3300	2400	2400	.....	.....
Denver	10,000	4	5600	4300	4000	5000	.....	1800	2700	.....	3500
Bridgeport	6,000	2	3850	3850	3000	.....	2400	1600	.....	2400	.....
New Haven	.....	3	4150	4150	.....	.....	.....	.....	.....	.....	2200
Wilmington	5000	1	3000	.....	3250	[1]	2500	1400	.....	4000	.....
Atlanta	6000	2	3600	3000	600	3000	2400	1500	1200	2400	.....
Chicago	12,000	1	8700	.....	6000	10,000	.....	.....	.....	5500	3600
Indianapolis	8000	3	4800	4000	4000	5000	3500	1900	3800	3800	.....
Kansas City	5000	.....	.....	.....	3000	3000	.....	1800	1560	2448	.....
Louisville	5000	3	2800	.....	4200	4600	1950	2400	2500	3500	2400
New Orleans	8000	5	4500	3000	5400	[1]	3600	1980	2100	.....	2400
Baltimore	8000	4	6000	4000	2750	3560	2300	1300	1860	5000	.....
Boston	10,000	5	6000	.....	5496	6000	3780	3300	3500	.....	.....
Cambridge	6000	1	4600	.....	.....	3000	2500	.....	.....	.....	.....
Fall River	5000	1	3400	.....	2200	.....	.....	.....	.....	.....	.....
New Bedford	6500	2	5000	3600	.....	.....	2800	.....	.....	.....	.....
Springfield	5800	1	3500	.....	.....	3000	.....	2150	2300	.....	1770
Worcester	6000	3	4600	.....	4600	[1]	.....	2000	2100	.....	.....
Detroit	12,000	2	7680	6600	6000	[1]	4000	3000	4800	5100	6000
Grand Rapids	8000	1	4000	4000	5000	[1]	3000	1800	2200	4500	.....
Minneapolis	8000	3	5000	5000	.....	6000	3700	2800	.....	4200	.....
St. Paul	5000	2	3300	2600	.....	.....	2500	1956	3400	3800	2500
Kansas City	8000	4	5000	4200	4800	3900	4800	2700	2400	3850	.....
St. Louis	10,000	6	6000	5000	7500	.....	9000	5000	4000	4500	.....
Omaha	10,000	3	4200	3600	4800	[1]	4800	1500	2200	.....	.....
Camden	7000	.....	.....	.....	3500	3500	.....	.....	3300	.....	.....
Jersey City	10,500	1	7000	.....	4500	.....	.....	4000	2800	.....	.....
Newark	10,000	5	7000	5800	6000	9000	.....	4800	4500	.....	.....
Paterson	6500	.....	.....	.....	4000	.....	.....	1800	2500	.....	.....
Trenton	8000	.....	.....	.....	3000	3000	3500	2220	1500	4500	.....
Buffalo	10,000	5	4800	.....	4000	5000	4000	.....	1800	.....	.....
New York	12,000	8	8250	.....	6500	.....	11,000	2820	7700	7000	.....
Rochester	8000	2	5500	5500	4000	.....	5000	1840	.....	.....	.....
Syracuse	6000	.....	.....	.....	2400	.....	2600	2000	1500	.....	.....
Yonkers	6500	2	5000	4400	4500	.....	.....	1850	.....	.....	.....
Columbus	7500	3	4500	3000	4000	.....	.....	1800	.....	.....	.....
Akron	9000	1	5700	.....	2500	.....	3800	1800	.....	4000	.....
Cincinnati	10,000	2	5000	3600	3600	5000	.....	1500	.....	.....	3600
Cleveland	10,000	5	6750	5000	4445	10,000	3650	4000	4500	4500	.....
Dayton	8000	.....	.....	.....	4000	.....	5200	1800	2100	.....	.....
Toledo	9750	1	4000	.....	4000	5000	.....	1320	4250	.....	.....
Youngstown	10,000	1	4500	.....	2400	5000	.....	1000	.....	3500	.....
Portland	7500	2	4700	4450	4500	.....	3900	1800	2500	.....	2500
Philadelphia	12,000	12	6000	5000	7800	.....	7200	2400	5000	.....	.....
Pittsburgh	12,000	3	6000	.....	5000	.....	7000	2600	4500	4500	.....
Reading	6000	1	2900	.....	3000	[1]	2500	960	.....	1800	.....
Scranton	.....	.....	.....	.....	.....	.....	4000	.....	1800	.....	.....
Providence	6000	3	4500	2750	4600	.....	2800	1800	2700	3500	.....
Nashville	4800	.....	.....	.....	.....	3000	.....	1200	1250	.....	.....
Dallas	7200	1	6000	.....	4800	3000	3000	2400	.....	.....	.....
Fort Worth	5400	1	3000	.....	.....	3000	.....	2100	.....	.....	2000
San Antonio	6000	1	3584	.....	.....	3600	1782	1500	.....	.....	.....
Salt Lake City	6000	3	4500	3800	3600	3600	3600	2220	2600	.....	.....
Richmond	7500	1	4800	.....	4500	.....	4500	1740	.....	.....	.....
Seattle	7500	2	5100	4200	3900	.....	3600	1680	.....	.....	.....
Spokane	6500	1	2450	2450	3500	.....	3100	2400	.....	.....	.....
Milwaukee	9000	4	5000	4400	7500	7500	4000	3600	4200	5000	.....

[1] The secretary of Board of Education acts as Business Manager.

Table 55 gives salaries paid certain administrative officers in sixty cities over 100,000 in population in 1922–23. Column 4 gives the highest salary being paid to Assistant Superintendents, and column 5 the lowest salary paid. In listing the Assistant Superintendents, the number actually reported is given in column 3.. As far as possible duplication of salaries was eliminated. The officers for which salaries are given are employed in addition to the Assistant Superintendents indicated. It is true in some cases where no salary is given for Director of Research, for example, that one of the Assistant Superintendents exercises this function. In such cases, however, the Assistant Superintendent is listed under "Associate or Assistant Superintendents" and no salary is listed in column 11. This same method was followed in all tables giving the salaries paid Administrators, Directors and Supervisors in cities over 100,000 in population.

TABLE 56.—SALARIES PAID DIRECTORS OR SUPERVISORS, 1922-23

Cities over 100,000 population

City	Vocational education	Manual training	Home Economics	Health	Physical education	Art	Music	Penmanship	Attendance Officers Not including chief officer		
									No.	Maximum	Minimum
1	2	3	4	5	6	7	8	9	10	11	12
Median	**3650**	**$3300**	**$2725**	**$3100**	**$3000**	**$2850**	**$2950**	**$2500**	....	**$1775**	**$1400**
Birmingham	3600	2700	2800	3000	3000	2500	2800	2350	1	1200	.....
Los Angeles	3900	3400	3400	4200	3900	3400	3400	3400	21	2700	1600
Oakland	3900	.....	2760	3744	.....	3060	3660	2580	5	1680	.....
San Francisco	3600	.....	2580	.....	3000	3600	2580	.....	3	1500	.....
Denver	3200	3500	3300	4400	2540	3150	3500	2260	7	1520	1200
Bridgeport	.....	.....	.....	2500	3000	2400	2600	2400	3	2100	.....
New Haven	.....	1950	.....	.....	2750	2850	2750	2950	.....	.....	.....
Wilmington	4000	.....	2100	1500	.....	2700	2100	.....	2	1150	2000
Atlanta	.....	.....	.....	.....	2186	2186	2186	.....	1	1180	.....
Chicago	5600	5600	5100	.....	5100	4600	4600	.....	.....	.....	.....
Indianapolis	4000	.....	2400	.....	4000	3500	4000	3300	11	.....	.....
Kansas City	.....	.....	.....	.....	2208	2328	2328	2328	3	1125	.....
Louisville	.....	2400	.....	2250	1800	2200	2350	2300	7	1200	.....
New Orleans	2300	3300	2450	2400	3600	2600	2600	.....	5	1680	1000
Baltimore	5000	3660	3390	.....	4000	2000	2650	.....	18	1130	1030
Cambridge	.....	.....	1560	.....	2460	3380	3500	.....	7	1800	1400
Fall River	.....	.....	2240	.....	2400	2880	2880	.....	7	1800	1700
New Bedford	.....	2850	.....	4000	2700	2975	2975	.....	4	1800	.....
Springfield	3000	.....	3000	3000	4500	3300	3175	.....	4	1900	1700
Worcester	.....	.....	.....	.....	.....	.....	.....	.....	4	1900	.....
Detroit	5000	4000	4000	.....	4500	4000	4000	4000	.....	.....	.....
Grand Rapids	5000	4800	.....	.....	2300	2700	3800	2300	4	1200	775
Minneapolis	.....	3400	2800	3720	3500	3000	3400	2500	4	1550	1350
St. Paul	3500	2150	2100	3500	2700	2650	2700	2200	2	1877	1677
Kansas City	2700	2700	2700	.....	3500	2900	3500	.....	8	1400	850
St. Louis	.....	.....	.....	5000	4000	4000	4000	4000	20	1900	1800
Omaha	2000	2700	.....	2700	3900	2400	2500	2400	2	1800	1500
Camden	.....	3000	2400	.....	2600	2900	3000	2000	.....	.....	.....
Jersey City	4800	.....	.....	2500	4100	.....	4100	.....	20	1800	1600
Newark	.....	3500	3600	3000	4300	3600	4300	3500	27	2500	1260
Paterson	3300	4500	2700	1000	3100	2700	2500	2600	6	1800	1500
Trenton	.....	3350	2750	4500	4000	2600	2950	2650	8	1500	1200
Buffalo	3700	2900	3000	.....	3600	3700	3600	3400	19	1700	1000
New York	7500	5500	5000	.....	5500	5500	5500	.....	268	2390	1560
Rochester	.....	3900	3000	4100	.....	4000	4100	.....	.....	.....	.....
Syracuse	3600	.....	.....	2000	2800	2450	2650	2650	2	1500	.....
Yonkers	.....	4800	.....	.....	3000	3850	3700	2700	3	1400	1300
Columbus	.....	2500	2500	.....	2750	2750	2750	1000	3	1500	.....
Akron	3600	.....	.....	.....	2800	2100	3000	.....	4	2000	1400
Cincinnati	3300	3600	3600	.....	3600	3600	3600	3600	8	2000	1500
Cleveland	4500	3900	3600	3615	3600	3860	3900	3600	30	2000	1500
Dayton	3600	2500	2500	.....	2400	2400	2600	2400	3	.....	.....
Toledo	.....	4250	.....	1900	2600	2600	2900	.....	7	2000	1200
Youngstown	2500	.....	.....	.....	3300	3050	2375	2375	.....	.....	.....
Portland	.....	2500	2500	.....	3900	2500	2900	2500	3	1700	1400
Philadelphia	5000	.....	2800	5000	5000	2800	2800	5000	68	2000	1200
Pittsburgh	.....	.....	4000	.....	7000	4000	6000	5000	32	1750	1600
Reading	2900	.....	1700	1800	3000	1600	2800	1500	2	1575	.....
Scranton	.....	.....	2190	1800	3000	2490	2350	2190	4	1500	.....
Providence	4000	.....	.....	.....	3000	.....	3500	2000	.....	.....	.....
Nashville	.....	1700	1700	1250	.....	.....	1700	1700	.....	.....	.....
Dallas	.....	3000	2400	.....	2400	3000	3000	2400	.....	.....	.....
Fort Worth	.....	.....	.....	4200	2750	2250	2250	1800	.....	.....	.....
San Antonio	.....	2214	2214	.....	.....	2214	2214	.....	.....	.....	.....
Salt Lake City	.....	.....	.....	3600	2700	.....	.....	2600	2	2000	1500
Richmond	.....	2530	2000	3100	1745	2000	2530	2530	4	1500	600
Seattle	.....	3360	3360	4000	3360	2850	3360	.....	4	2850	2070
Spokane	.....	2450	2450	3400	2450	2550	2550	.....	1	2000	.....
Milwaukee	5500	.....	4080	.....	3600	4080	3960	.....	11	2400	.....

AS ITS administrative agent the school board should employ a competent superintendent of schools. To assist in assuring his competency, the salary should be made large enough and the conditions of employment such as to attract men of first-rate ability, preparation, and successful experience. No man worthy of the position of superintendent of schools works for pay alone or thinks of salary first, but in America, where we have put everything on a money basis and have eliminated to a large extent at least patronage, favoritism, and special privilege, we should not expect such service as is required of a superintendent of schools in a city of any size for much less pay than a man of equal ability might earn elsewhere for services requiring as much effort and responsibility and no more risk of uncertainty. No superintendent whose heart is in his work will want the difference between his own salary and the salary of his assistants and the teachers to be so great as to create discontent or result in giving to a competent head incompetent assistants. Yet since the value of all the work of all connected with the school system depends on the wisdom, energy, tact, and executive ability of the superintendent, it is utmost folly for a board to attempt to save money by skimping his salary. This is coming to be understood and is recognized more and more, as is shown by a comparison of salaries of superintendents.—*Walter S. Deffenbaugh, Salaries of Administrative Officers and Their Assistants in School Sytems of Cities of 25,000 Inhabitants or More, U. S. Bureau of Education, Bulletin, 1921, No. 30, p. 4.*

TABLE 57.—SALARIES PAID DIRECTORS OR SUPERVISORS, 1922–1923

Cities over 100,000 population

City	High schools	Junior high-schools	Intermediate and grammar grades	Primary grades	Kinder-garten	Continu-ation schools	Evening schools	American-ization
1	2	3	4	5	6	7	8	9
Median			**$3000**	**$2800**	**$2800**	**$3790**	**$3600**	**$2950**
Birmingham				2500				
Los Angeles				3400		3900	3400	3300
Oakland				2880	2820			
San Francisco				2500		3780		
Denver			2700	2880				
Bridgeport			3000	2200			2800	
New Haven					2200			
Wilmington						1400		3000
Chicago						6840		2000
Kansas City			2760			4000		
Louisville				3250				
New Orleans					2500			
Baltimore		2260	2230	2230	2630			3800
Cambridge				2460	2460			2200
Fall River				2400	2240	3400	4000	
New Bedford					2000	3800		2700
Springfield			2700	2750		3000		2300
Worcester								2000
Detroit	4000		4800	4000		4000	4800	3500
Grand Rapids					2900			
Minneapolis							2600	2900
St. Paul	3200			2850	1950			
Kansas City			3850		3500			
St. Louis				4000	4000		5000	
Omaha					2700			2200
Camden			3400	3400				
Jersey City			3800	3400	4100			
Newark					3600			
Paterson			5500					
Trenton		3100			2800	8000	4000	
Buffalo					3200	3000		
New York	6600	6600			5000		7000	
Rochester					3900			5000
Syracuse			3703		2450			
Yonkers					2625	3550		
Columbus					2375			2500
Akron				3000				3000
Cincinnati				2700	3200	3300		3000
Cleveland			3650	3860	3650			3800
Dayton				2400	2400			
Toledo			2400	2900	2900			
Youngstown				3000				
Portland							1280	
Philadelphia					4000		5000	
Pittsburgh				4000	4000			4500
Reading			2050	2050				
Scranton					2310	2400		
Providence				2500	2500			
Nashville			1500	1500				
Dallas	5000		4000	3000			3300	
Fort Worth			2500	2250				
San Antonio			2214	2214				
Salt Lake City							3600	
Richmond		3960		2310	2310		1210	
Seattle			3360		3000	4000		
Spokane							2550	
Milwaukee						7500	4000	2520

IN EVERY large city the superintendent of schools should have the assistance of a competent business manager and assistant superintendent for each important division of the school work, and should have under his direction a competent corps of directors or supervisors of special subjects. There should also be under his direction an efficient bureau of research or investigation and statistics. There should also be sufficient clerical and office help to relieve the superintendent and all his assistants from time and energy consuming details and leave freedom for larger and more important tasks. Through these, under the general authority of the board of education and in harmony with its larger policies, the administration of the schools should be such as to bring out and utilize to the fullest possible extent all the latent energies of all administrative and supervising officers and all teachers and students. Everywhere there should be such definiteness of purpose, combined with such freedom of initiative, as will inspire the heartiest and most effective cooperation for the fullest attainment of the great work of the schools, the right education of all the children, and the inspiration of the entire community with higher ideals, inspiring purposes, and clearer conceptions of the duties and responsibilities of patriotic American citizens.—*Walter S. Deffenbaugh, Salaries of Administrative Officers and Their Assistants in School Systems of Cities of 25,000 Inhabitants or More, U. S. Bureau of Education, Bulletin, 1921, No. 30, p. 4.*

TABLE 58.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE OFFICERS, 1922–1923

Cities 30,000 to 100,000 population

Salaries Paid	Superintendent of schools	Associate or assistant superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research	Director tests and measurements
1	2	3	4	5	6	7	8	9	10
Median	**$5861**	**3333**	**2457**	**3050**	**2543**	**1500**	**1900**	**2575**	**2150**
8000 and over	4								
7500–7999	4								
7000–7499	3								
6500–6999	6	2							
6000–6499	30								
5500–5999	9								
5000–5499	21	1							
4800–4999	4		1						
4600–4799	1								
4400–4599	6	1		1	1				
4200–4399	2		2	1	1			1	
4000–4199	4	4	4	3					
3800–3999	1								
3600–3799	1	4	6	3	7				1
3400–3599	1	5	4		1				
3200–3399	1	3	4						
3000–3199	1	5	3	6	5			2	1
2800–2999		2		1	3		1	1	1
2600–2799		4	4	3	3		1	1	1
2400–2599		3	7	2	7	1	5	4	
2200–2399			3	3	5	3	1	1	1
2000–2199		1	5	2	6	5	6		4
1800–1999		1	5		5	14	8	1	2
1600–1799						9	4		1
Under 1600			18		2	54	10		
Total	**99**	**36**	**66**	**25**	**46**	**86**	**36**	**11**	**12**

Read Table 58 as follows: 4 Superintendents of schools were reported receiving salaries $8000 or over, 4 salaries between $7500 and $7999, etc. Of the 103 cities of this size replying 99 reported salary paid the superintendent. The median salary paid was $5861. Similarly read the distribution of salaries paid other Administrative officers.

TABLE 59.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE OFFICERS, 1922–23

Cities 10,000 to 30,000 population

Salary Group	Superintendent of schools	Associate or assistant superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research	Director of tests and measurements
1	2	3	4	5	6	7	8	9	10
Median	**$4110**	**3025**	**811**	**2520**	**1930**	**1225**	**1434**	**2600**	**1850**
6000 and over	10								
5500–5999	6								
5000–5499	22								
4800–4999	4								
4600–4799	5								
4400–4599	30								
4200–4399	10								
4000–4199	41			1					
3800–3999	5	1							
3600–3799	25								
3400–3599	27	1							
3200–3399	9			1					
3000–3199	9	4	4	2	3			1	
2800–2999	1	2	1	1	1				
2600–2799	4		1		2			1	
2400–2599	3		9	5	4		1	1	1
2200–2399		1	1	1	2				1
2000–2199			8	1	7	3			
1800–1999		1	8	1	10	10	4	1	1
1600–1799			8		5	10			2
1400–1599			9	1	3	18	3		1
1200–1399			10		3	56	2		2
1000–1199			4		1	36	2		1
Under 1000		1	80		4	47	3		
Total	**211**	**11**	**143**	**14**	**45**	**180**	**15**	**4**	**9**

Read Table 59 as follows: 10 Superintendents of schools were reported receiving salaries of $6000 and over, 6 salaries between $5500 and $5999, etc. Of the 215 cities of this size replying 211 reported the salaries paid superintendents of schools. The median salary paid was $4110. Similarly read the distribution of salaries paid other Administrative officers.

TABLE 60.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE OFFICERS, 1922-23

Cities 5000 to 10,000 population

Salary Group	Superintendent of schools	Associate or assistant superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of tests and measurements
1	2	3	4	5	6	7	8	9
Median	**$3557**	**2000**	**400**		**1700**	**1032**	**800**	
5500 and over	4							
5000–5499	7							
4800–4999	3							
4600–4799	1							
4400–4599	11							
4200–4399	15							
4000–4199	37							
3800–3999	8							
3600–3799	33							
3400–3599	37							
3200–3399	22							
3000–3199	44	1						
2800–2999	9							
2600–2799	13	2		1	1			
2400–2599	5		2	1				
2200–2399	1		1		2	1		
2000–2199	2	1	5	1	1	1		
1800–1999		1	4		3	3		1
1600–1799	1	1	4	1	1	1		
1400–1599		1	6		2	11	1	1
1200–1399	1	1	4		2	44	3	2
1000–1199			4		1	25		1
800–999			9			35	1	
600–799			21		1	25	2	
Under 600			96		1	18	3	
Total	**254**	**8**	**156**	**4**	**15**	**164**	**10**	**5**

Read Table 60 as follows: 4 Superintendents of schools were reported receiving salaries of $5500 and over, 7 salaries between $5000 and $5499, etc. Of the 261 cities of this size replying 254 reported the salaries paid superintendents of schools. The median salary paid was $3557. Similarly read the distribution of salaries paid other Administrative officers.

TABLE 61.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE OFFICERS, 1922-23

Cities 2500 to 5000 population

Salaries Paid	Superintendent of schools	Associate or assistant superintendent	Secretary to board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research	Director of tests and measurements
1	2	3	4	5	6	7	8	9	10
Median	**$3082**		**266**		**1700**	**726**			
5000 and over	6								
4800–4999	4								
4600–4799									
4400–4599	5								
4200–4399	5								
4000–4199	13								
3800–3999	2								
3600–3799	25	1							
3400–3599	28								
3200–3399	30								
3000–3199	61		1						
2800–2999	17			1					
2600–2799	42								
2400–2599	40	1	2		3				1
2200–2399	13								
2000–2199	8	1			2				
1800–1999	9		1		2	3			
1600–1799			3			6		1	
1400–1599			1		2	6			
1200–1399			4		1	13			
1000–1199			2		1	10			
800–999			9		2	16			
600–799			11		1	43			
Under 600			191			43	3		1
Total	**308**	**3**	**225**	**1**	**14**	**140**	**3**	**1**	**2**

Read Table 61 as follows: 6 Superintendents of schools were reported receiving salaries of $5000 and over, 4 salaries between $4800 and $4999, etc. Of the 320 cities of this size replying 308 reported the salaries paid superintendents of schools. The median salary paid was $3082. Similarly read the distribution of salaries paid other Administrative officers.

TABLE 62.—DISTRIBUTION OF SALARIES PAID DIRECTORS OR SUPERVISORS, 1922-23. Cities 30,000 to 100,000 population

Salaries Paid	Kindergarten	Primary grades	Intermediate	High schools	Continuation schools	Evening schools	Americanization	Vocational education	Manual training	Home economics	Health	Physical education	Art	Music	Penmanship	Attendance officers
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Median	$2467	2400	2484	.....	2550	600	2060	3040	2610	2110	2300	2479	2055	2292	2060	1583
5000 and over	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....
4800-4999	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4600-4799	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
4400-4599	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	2	.....	.....	.....	.....	.....
4200-4399	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....
4000-4199	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	1	.....	.....
3800-3999	.....	.....	.....	.....	1	.....	.....	1	.....	1	.....	.....	2	.....	.....	.....
3600-3799	.....	.....	.....	.....	.....	.....	.....	2	.....	1	1	1	.....	1	.....	.....
3400-3599	1	.....	.....	.....	.....	.....	.....	2	3	.....	1	2	1	1	.....	.....
3200-3399	1	1	.....	2	1	.....	.....	2	5	1	.....	4	3	5	1	.....
3000-3199	.....	.....	.....	1	5	3	1	5	5	3	3	6	2	5	1	.....
2800-2999	3	3	2	1	2	.....	.....	2	2	1	.....	3	7	3	2	1
2600-2799	5	7	2	.....	4	1	1	3	10	5	1	7	9	9	1	.....
2400-2599	3	7	6	1	4	.....	2	3	4	4	4	14	11	15	6	2
2200-2399	3	4	2	.....	6	1	1	5	7	8	.....	3	11	13	7	.....
2000-2199	2	4	1	.....	2	.....	5	.....	6	10	4	7	22	14	5	6
1800-1999	.....	8	2	.....	1	1	2	1	3	10	2	10	13	12	8	26
1600-1799	3	2	.....	.....	.....	.....	2	.....	2	6	3	5	5	10	8	14
1400-1599	.....	.....	.....	.....	1	.....	.....	.....	1	6	2	3	.....	3	4	23
1200-1399	.....	.....	.....	.....	1	.....	.....	.....	1	1	1	.....	.....	2	.....	19
1000-1199	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	2	.....	.....	.....	.....	5
Under 1000	.....	.....	.....	.....	.....	10	3	.....	.....	.....	.....	.....	.....	.....	.....	6
Total	21	36	15	5	28	17	17	30	49	57	28	67	86	94	43	102

TABLE 63.—DISTRIBUTION OF SALARIES PAID DIRECTORS OR SUPERVISORS, 1922-23. Cities 10,000 to 30,000 population

Salaries Paid	Kindergarten	Primary grades	Intermediate	High schools	Continuation schools	Evening schools	Americanization	Vocational education	Manual training	Home economics	Health	Physical education	Art	Music	Penmanship	Attendance officers
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Median	$1975	1871	2200	.....	1800	531	800	2433	2095	1633	1180	2117	1682	1766	1714	1035
3600 and over	.....	.....	1	2	1	1	.....	.....	2	.....	1	1	.....	1	.....	.....
3400-3599	.....	.....	1	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
3200-3399	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....
3000-3199	.....	.....	1	.....	.....	.....	.....	2	1	.....	.....	2	.....	.....	.....	.....
2800-2999	.....	.....	.....	1	.....	.....	.....	4	1	1	.....	3	1	1	.....	.....
2600-2799	1	2	1	1	1	.....	.....	2	3	.....	.....	2	1	2	.....	.....
2400-2599	2	2	2	2	2	.....	3	3	7	2	1	20	3	7	1	2
2200-2399	2	5	1	.....	2	.....	1	8	17	3	.....	14	10	6	4	.....
2000-2199	1	6	3	1	2	.....	2	1	22	10	1	18	10	26	4	3
1800-1999	4	7	1	.....	4	1	1	1	23	11	3	11	25	38	13	5
1600-1799	1	5	1	.....	4	.....	2	.....	4	27	.....	10	38	29	7	7
1400-1599	.....	6	2	.....	8	2	1	.....	2	24	3	11	34	35	12	16
1200-1399	3	4	.....	1	.....	.....	1	.....	2	15	3	7	18	16	5	18
1000-1199	.....	1	.....	.....	.....	.....	.....	.....	2	4	5	.....	3	9	1	17
Under 1000	.....	1	.....	.....	1	13	13	.....	.....	2	8	1	3	2	3	62
Total	15	39	14	9	26	17	24	21	87	99	25	101	147	172	50	130

TABLE 64.—DISTRIBUTION OF SALARIES PAID DIRECTORS AND SUPERVISORS, 1922-23. Cities 5000 to 10,000 population

Salaries Paid	Kindergarten	Primary grades	Intermediate	High-schools	Continuation	Evening schools	Americanization	Vocational education	Manual training	Home economics	Health	Physical education	Art	Music	Penmanship	Attendance officers
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Median								**$2900**	**1978**	**1511**	**1400**	**1889**	**1565**	**1504**	**1457**	**384**
3800-3999												1				
3600-3799																
3400-3599																
3200-3399								2				1				
3000-3199				1				3						1		
2800-2999				2	2			1	1							
2600-2799				1				2	3			4				
2400-2599		1		1			1		6	1		9	2	2		
2200-2399		2	2	2	2			1	10	1		5	2	2		
2000-2199	1	2	3						30	2		19	6	9	1	
1800-1999		2	1		1				23	10	3	19	12	20	1	1
1600-1799		5	1		1				15	22	2	15	34	30	7	
1400-1599	2	1	1			1	1	1	11	38	5	13	34	55	7	3
1200-1399	1	2	1						5	25	4	11	25	40	9	4
1000-1199	1							1		6		1	5	15		4
800-999						1	1			1	1		4	6	2	4
600-799											4			1		15
400-599						1					1	1			1	11
200-399							3		1							25
Under 200					1	1	1									21
Total	**5**	**15**	**9**	**7**	**7**	**4**	**7**	**11**	**105**	**106**	**20**	**99**	**124**	**181**	**28**	**83**

TABLE 65.—DISTRIBUTION OF SALARIES PAID DIRECTORS AND SUPERVISORS, 1922-23. Cities 2500 to 5000 population

Salaries Paid	Kindergarten	Primary grades	Intermediate	High-Schools	Continuation	Evening schools	Americanization	Vocational education	Manual training	Home economics	Health	Physical education	Art	Music	Penmanship	Attendance Officers
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Median									**$1865**	**1455**	**1233**	**1714**	**1385**	**1423**	**1429**	**335**
2600 and over				3					2	1		2		1		
2400-2599				1				1	1			5	1			
2200-2399			2	2					3	1		2	1	1		
2000-2199	1	2	1	1				1	13	3	3	8	2	2	2	1
1800-1999			3	1					17	2		12	5	11	1	3
1600-1799	1								11	12	1	7	6	20	3	1
1400-1599	2	3		1	1				9	22	2	12	20	30	7	6
1200-1399	4	1	1						2	22	3	14	27	26	5	1
1000-1199	3	1							1	3		1	8	16	4	2
800-999									1	3		1		4		3
600-799					1					1	2			5		5
400-599								1			3	1	4	5	1	9
200-399					2			1	1		2			2	1	17
Under 200							3				1					25
Total	**11**	**7**	**7**	**9**	**4**		**3**	**4**	**61**	**70**	**17**	**66**	**74**	**123**	**24**	**73**

Read Table 65 as follows: 1 Supervisor of Kindergarten was reported receiving a salary between $2000 and $2199, 1 a salary between $1600 and $1799, etc. A total of 11 Kindergarten Supervisors was reported by the 320 cities of this size that replied. Similarly read the distribution of salaries paid other Directors and Supervisors.

Appendix

GENERAL EXPLANATION OF TABLES

POPULATION GROUPS: The cities replying to the salary inquiry were divided into five population groups as follows:

I. Cities 100,000 and over.
II. Cities 30,000 to 99,999.
III. Cities 10,000 to 29,999.
IV. Cities 5,000 to 9,999.
V. Cities 2,500 to 4,999.

SALARY GROUPS: Salaries were distributed in $100 groups. For example, the teachers included in the $1200 salary group receive salaries somewhere between $1200 and $1299 inclusive; those grouped under $1300 receive salaries between $1300 and $1399 inclusive, etc. Salaries over $3399 are combined in $200 groups. For example, teachers included in the $3400 salary group receive salaries somewhere between $3400 and $3599, etc.

MEDIAN SALARIES: The best paid fifty per cent of a group of teachers receive salaries equal to or exceeding the "median" salary, and the poorest paid fifty per cent of a group of teachers receive salaries that are equal to or less than the median salary. A median salary for practical purposes is practically the same as an "average" salary. In some of the tables the medians given are based on a report of too small a number of teachers' salaries to be representative. Since both the number of cities reporting and the number of teachers reported are given in connection with each median, however, it is possible to judge as to how representative the figure is.

COMPUTATION OF MEDIANS: For purposes of computing medians and quartiles in this study the plan was adopted of making the steps take their names from the beginning of the steps. Thus, salary group $1200 extends from $1200 to $1299. This arrangement of the steps tends to make all medians a little higher than they are in reality, because of the prevailing custom of granting salaries, increases, etc., in round numbers. Thus, in the $1200 salary group there will be more teachers receiving an even $1200 than will be distributed between $1200 and $1299. It was considered that this "padding of salaries" was less harmful than the lack of uniformity, or than the additional work and chances of error involved in other methods. In all statements and computations involving salaries and other items the results have been computed to the nearest dollar or to the nearest unit. A few exceptions to this are necessary where several medians are so close that the fractions are necessary in order to make comparisons.

Cities Replying to Salary Inquiries

The cities which replied to the salary inquiry in time for their data to be included in the tabulations are listed below according to population groups. A number of cities which sent in replies too late to be used are not included.

A few cities made partial replies reporting maxima and minima, but did not give distributions of salaries being paid. These are not listed here.

60 Cities Over 100,000 Population

ALABAMA:
Birmingham.
CALIFORNIA:
Los Angeles,
Oakland,
San Francisco.
COLORADO:
Denver.
CONNECTICUT:
Bridgeport,
New Haven.
DELAWARE:
Wilmington.
DISTRICT OF COLUMBIA:
Washington.
GEORGIA:
Atlanta.
ILLINOIS:
Chicago.
INDIANA:
Indianapolis.
KANSAS:
Kansas City.
KENTUCKY:
Louisville.
LOUISIANA:
New Orleans.
MARYLAND:
Baltimore.
MASSACHUSETTS:
Cambridge,
Fall River,
New Bedford,
Springfield,
Worcester.
MICHIGAN:
Detroit,
Grand Rapids.
MINNESOTA:
Minneapolis,
St. Paul.
MISSOURI:
Kansas City,
St. Louis.
NEBRASKA:
Omaha.
NEW JERSEY:
Camden,
Jersey City,
Newark,
Paterson,
Trenton.
NEW YORK:
Buffalo,
New York City,
Rochester,
Syracuse,
Yonkers.
OHIO:
Akron,
Cincinnati,
Cleveland,
Columbus,
Dayton,
Toledo,
Youngstown.
OREGON:
Portland.
PENNSYLVANIA:
Philadelphia,
Pittsburgh,
Reading,
Scranton.
RHODE ISLAND:
Providence.
TENNESSEE:
Nashville.
TEXAS:
Dallas,
Fort Worth,
San Antonio.
UTAH:
Salt Lake City.
VIRGINIA:
Richmond.
WASHINGTON:
Seattle,
Spokane.
WISCONSIN:
Milwaukee.

102 Cities with Population of 30,000 to 100,000

ALABAMA:
Mobile.
ARKANSAS:
Little Rock.
CALIFORNIA:
Berkeley,
Fresno,
Long Beach,
San Diego,
San Jose.
COLORADO:
Pueblo.
CONNECTICUT:
Meriden,
New Britain,
Stanford,
Waterbury.
GEORGIA:
Augusta,
Savannah.
ILLINOIS:
Aurora,
East St. Louis,
Moline,
Quincy,
Rockford,
Rock Island,
Springfield.
INDIANA:
East Chicago,
Fort Wayne,
Gary,
South Bend,
Terre Haute.
IOWA:
Davenport,
Dubuque,
Sioux City,
Waterloo.

KANSAS:
Topeka,
Wichita.
KENTUCKY:
Covington.
MAINE:
Lewiston,
Portland.
MASSACHUSETTS:
Brockton,
Brookline,
Chelsea,
Chicopee,
Haverhill,
Holyoke,
Lynn,
Malden,
Medford,
Newton,
Somerville.
MICHIGAN:
Battle Creek,
Flint,
Highland Park,
Jackson,
Lansing,
Muskegon,
Pontiac,
Saginaw.
MINNESOTA:
Duluth.
MISSOURI:
St. Joseph.
NEBRASKA:
Lincoln.
NEW HAMPSHIRE:
Manchester.
NEW JERSEY:
Bayonne,
East Orange,
Elizabeth,
Passaic,
West Hoboken.
NEW YORK:
Binghamton,
Mount Vernon,
Newburgh,
Niagara Falls,
Schenectady,
Utica,
Watertown.
NORTH CAROLINA:
Winston-Salem.
OHIO:
Canton,
Portsmouth,
Springfield.
OKLAHOMA:
Muskegee,
Tulsa.
PENNSYLVANIA:
Allentown,
Altoona,
Chester,
Erie,
Harrisburg,
Hazelton,
Lancaster,
McKeesport,
New Castle,
Norristown,
Wilkes-Barre.
RHODE ISLAND:
Newport,
Woonsocket.
TEXAS:
Beaumont,
El Paso,
Waco.
VIRGINIA:
Newport News,
Portsmouth,
Roanoke.
WASHINGTON:
Tacoma.
WEST VIRGINIA:
Charleston,
Wheeling.
WISCONSIN:
La Crosse,
Racine,
Sheboygan,
Superior.

216 Cities with Population of 10,000 to 30,000

ALABAMA:
Anniston,
Bessemer,
Gadsden,
Selma.
ARIZONA:
Phoenix.
ARKANSAS:
Fort Smith,
North Little Rock.
CALIFORNIA:
Alameda,
Eureka,
Glendale,
Richmond,
Riverside,
Santa Ana,
Santa Barbara,
Santa Monica.
COLORADO:
Greeley.
CONNECTICUT:
Ansonia,
East Hartford,
Enfield,
South Manchester,
Middletown,
Milford,
Naugatuck,
Norwalk,
Stratford,
Torrington,
Wallingford,
Willimantic.
GEORGIA:
Albany,
Athens,
Rome.
ILLINOIS:
Berwyn,
Blue Island,
Canton,
Chicago Heights,
Elgin,
Freeport,
Galesburg,
Jacksonville,
Kewanee,
Lincoln,
Mattoon,
Murphysboro,
Ottawa,
Streator,
Urbana.
INDIANA:
Crawfordsville,
Elwood,
Forest Park,
Huntington,
Mishawaka,
Richmond,
Whiting.
IOWA:
Keokuk,
Fort Dodge,
Iowa City,
Marshalltown,
Mason City,
Ottumwa.
KANSAS:
Arkansas City,
Coffeyville.
Laurence,
Leavenworth,
Salina.
KENTUCKY:
Owensboro,
Paducah.
LOUISIANA:
Lake Charles.
MAINE:
Auburn,
Bath,
Biddeford.
MARYLAND:
Hagerstown.
MASSACHUSETTS:
Amesbury,
Belmont,
Beverly,
Braintree,
Clinton,
Danvers,
Easthampton,
Gardner,
Gloucester,
Greenfield,
Leominster,
Methuen,
Newburyport,
North Adams,
Northbridge,
Norwood,
Peabody,
Plymouth,
Watertown,
Weymouth,
Winchester.
MICHIGAN:
Escanaba,
Ironwood,
Marquette,
Monroe,
Traverse City.
MINNESOTA:
St. Cloud,
Virginia,
Winona.
MISSISSIPPI:
Greenville.
MISSOURI:
Carthage,
Columbia,
Hannibal,
Joplin,
Moberly.
MONTANA:
Anaconda,
Great Falls,
Missoula.
NEBRASKA:
Grand Island,
Hastings.
NEW HAMPSHIRE:
Berlin,
Dover,
Laconia,
Nashua.
NEW JERSEY:
Asbury Park,
Belleville,
Englewood,
Hackensack,
Long Branch,
North Bergen,
Plainfield,
Weehawken,
West New York,
West Orange,
Summit.
NEW YORK:
Beacon,
Corning,
Cortland,
Dunkirk,
Gloversville,
Herkimer,
Hornell,
Ilion,
Middletown,
North Tonawanda,
Olean,
Plattsburg,
Saratoga Springs.
NORTH CAROLINA:
Durham,
Goldsboro,
Rocky Mount.
NORTH DAKOTA:
Grand Forks.
OHIO:
Barberton,
Chillicothe,
Cleveland Heights,
Coshocton,
Elyria,
Findlay,
Hillsboro,
Norwood,
Piqua,
Salem,
Zanesville.
OKLAHOMA:
Okmulgee,
Sapulpa,
Shawnee.
OREGON:
Astoria,
Salem.
PENNSYLVANIA:
Ambridge,
Berwick,

Braddock,
Bradford,
Butler,
Canonsburg,
Carbondale,
Charleroi,
Coatesville,
Dubois,
Farrell,
Greensburg,
Jeannette,
Lebanon,
Mahonoy City,
Mount Carmel,
Nanticocke,
North Bellevernon,
New Kensington,
Pottsville,
Punxutawney,
Sharon,
Washington,
West Chester,
Woodlawn.

RHODE ISLAND:
Central Falls,
Cranston,
Pawtucket,
West Warwick.

SOUTH CAROLINA:
Spartanburg.

SOUTH DAKOTA:
Aberdeen,
Sioux Falls.

TEXAS:
Corsicana,
Denison,
Marshall,
Palestine,
Ranger,
Texarkana.

VERMONT:
Burlington,
Rutland.

VIRGINIA:
Danville.

WASHINGTON:
Bellingham,
Everett,
Hoquiam,
Walla Walla,
Yakima.

WEST VIRGINIA:
Fairmont,
Morgantown,
Parkersburg.

WISCONSIN:
Appleton,
Beloit,
Eau Claire,
Stevens Point,
Wausau,
West Allis.

WYOMING:
Casper,
Cheyenne.

261 Cities with Population of 5,000 to 10,000

ALABAMA:
Alabama City,
Talladega.

ARIZONA:
Bisbee,
Douglas,
Globe,
Nogales.

CALIFORNIA:
Brawley,
Chico,
El Centro,
Memoria,
Monterey,
Ontario,
Redlands,
San Leandro,
San Louis Obispo,
Santa Clara,
Santa Rosa,
Whittier.

COLORADO:
Ft. Collins,
Grand Junction,
Sterling,
Walsenburg.

CONNECTICUT:
Killingly,
Plymouth,
Seymour,
Shelton,
Southington,
Watertown,
Winchester.

FLORIDA:
Orlando,
St. Augustine,
West Palm Beach.

GEORGIA:
Dublin,
Fitzgerald,
Marietta.

IDAHO:
Coeur d'Alene,
Idaho Falls.

ILLINOIS:
Beardstown,
Benton,
Carbondale,
Charleston,
Clinton,
Dixon,
Highland Park,
Hillsboro,
Johnston City,
La Grange,
Lawrenceville,
Macomb,
Maywood,
Monmouth,
Mt. Vernon,
Normal,
Pontiac,
West Hammond,
Winnetka.

INDIANA:
Bicknell,
Brazil,
Columbus,
Greensburg,
Lebanon,
Mt. Vernon,
Portland,
Wabash.

IOWA:
Creston,
Cherokee,
Cedar Falls,
Grinnell,
Newton,
Oelwein,
Oskaloosa,
Perry,
Shenandoah.

KANSAS:
Dodge,
Manhattan.

KENTUCKY:
Burlington.

MAINE:
Caribou,
Rockland,
Westbrook.

MASSACHUSETTS:
Agawam,
Bridgewater,
Canton,
Concord,
Dartmouth,
Easton,
Grafton,
Ipswich,
Ludlow,
Marblehead,
Milton,
Montague,
North Andover,
North Attleboro,
Rockland,
South Hadley,
Spencer,
Stoneham,
Uxbridge,
Walpole,
Ware,
Wellesley,
Whitman.

MICHIGAN:
Albion,
Alman,
Cadillac,
Charlotte,
Coldwater,
Dowagiac,
Grand Haven,
Hastings,
Hillsdale,
Manistee,
Midland,
Mt. Clemens,
Negaunee,
River Rouge,
St. Joseph,
Ypsilanti.

MINNESOTA:
Cloquet,
Moorhead,
New Ulm,
South St. Paul,
Stillwater,
Willmar.

MISSISSIPPI:
Yazoo City.

MISSOURI:
Clinton,
Marshall,
Mexico,
Poplar Bluff,
St. Charles,
University City.

MONTANA:
Bozeman,
Havre,
Kalispell,
Lewistown,
Livingston.

NEBRASKA:
Beatrice,
Columbus,
Kearney,
Norfolk,
York.

NEW HAMPSHIRE:
Derry.

NEW JERSEY:
Boonton,
Cliffside,
East Rutherford,
Fort Lee,
Nutley,
Princeton,
Red Bank,
Ridgefield Park,
Rutherford,
Salem,
Secaucus,
Somerville,
South River,
West Field.

NEW MEXICO:
Raton.

NEW YORK:
Canandaigua,
Endicott,
Johnson City,
Massena,
Mechanicsville,
North Tarrytown,
Rockville Center,
Salamanca,
Saranac Lake,
Solvay,
Wellsville.

NORTH CAROLINA:
Greenville,
Kinston,
Monroe,
Reidsville,
Thomasville.

NORTH DAKOTA:
Bismarck,
Devils Lake.

OHIO:
Athens,
Bellefontaine,
Bowling Green,
Circleville,
Galion,
Gallipolis,
Greenville,
Nelsonville,
Mount Vernon,
Shelby,
Sidney,
Wellsville.

Wilmington,
Xenia.

OKLAHOMA:
Ada,
Blackwell,
Miami,
Pawhuska,
Ponca City.

OREGON:
Medford,
Oregon City,
Pendleton,
The Dalles.

PENNSYLVANIA:
Bellvue,
Bloomsburg,
Clearfield,
Coaldale,
Carey,
Crafton,
Darby,
Dormont,
Ellwood,
Hanover,
Jersey Shore,
Johnsburg,
Kane,
Kittanning,
Latrobe,
Lewistown,
Midland,
Minersville,
Munhall,
Palmerton,
Pitcairn,
Ridgway,
Rochester,
Tarentum,
Taylor,
Titusville,
Tyrone,
Waynesboro,
Wilmerding.

RHODE ISLAND:
Johnston,
Westerly.

SOUTH CAROLINA:
Gaffney.

SOUTH DAKOTA:
Mitchell.

TEXAS:
Bonham,
Bryan,
Burkburnett,
Cisco,
Eastland,
Gainesville,
Mineral Wells
Navasota,
Sulphur Springs,
Vernon.

VERMONT:
Bennington,
Springfield,
Washington,
Woodstock.

VIRGINIA:
Bristol,
Clifton Forge,
Harrisonburg.

WASHINGTON:
Anacortes,
Wenatchee.

WEST VIRGINIA:
Grafton.

WISCONSIN:
Antigo,
Chippewa Falls,
Kaukauna,
Marshfield,
Menomonie,
Neenah,
South Milwaukee,
Two Rivers,
Wisconsin Rapids

325 Cities with Population of 2500 to 5000

ALABAMA:
Andalusia,
Attalia,
Brighton,
Eufaula,
Tuscumbia.

ARIZONA:
Glendale,
Jerome,
Mesa.

ARKANSAS:
Conway,
Mena,
Stuttgart.

CALIFORNIA:
E. San Diego,
Fullerton,
Oroville,
Piedmont,
Red Bluff,
Santa Maria,
Watts City,
Woodland.

COLORADO:
Canon City,
Florence,
Ft. Morgan,
Lamar,
Montrose,
Rocky Ford.

CONNECTICUT:
Berlin,
Bethel,
Darien,
E. Windsor,
Guilford,
Litchfield,
Sprague,
Suffield,
Thomaston,
Wethersfield.

DELAWARE:
Dover,
Milford.

FLORIDA:
Ocala.

GEORGIA:
Carrollton,
Cedartown,
Columbus,
Statesboro,
Waynesboro.

IDAHO:
Blackfoot,
Montpelier,
Noscow,
Preston.

ILLINOIS:
Anna,
Bushnell,
Galva,
Geneseo,
Georgetown,
Glen Ellyn,
Madison,
Mendota,
Naperville,
Paxton,
Princeton,
Robinson,
Rochelle,
Rock Falls,
Sesser,
Westville.

INDIANA:
Alexandria,
Aurora,
Boonville,
Columbia City,
Dunkirk,
Franklin,
Greenfield,
Lawrenceburg,
Martinsville,
Mitchell,
Noblesville,
N. Vernon,
Union City,
W. Layfayette,
Winchester.

IOWA:
Anamosa,
Cresco,
Le Mars,
Maquoketa,
Osage.

KANSAS:
Abilene,
Augusta,
Fredonia,
Girard,
H ys,
Hiawatha,
Horton,
McPherson,
Paola.

KENTUCKY:
Cynthiana,
Fulton,
Harlan,
Ludlow,
Morganfield,
Russellville,
Shelbyville,
Somerset.

LOUISIANA:
Jeanerette,
Mansfield.

MAINE:
Bridgton,
Camden,
Lubec,
Paris.

MASSACHUSETTS:
Auburn,
Ayer,
Dalton,
Holden,
Hampden,
Hopedale,
Lee,
Medfield,
Rockport,
Rutland,
Somerset,
Sutton,
Wareham,
Williamstown.

MICHIGAN:
Allegan,
Big Rapids,
Birmingham,
Boyne City,
Crystal Falls,
Durand,
Ferndale,
Grand Ledge,
Iron River,
Kingston,
Lapeer,
St. Johns.

MINNESOTA:
Alexandria,
Aurora,
Columbia Hts.
Crosby,
Detroit,
Ely,
Fairmont,
Gilbert,
Grand Rapids,
Hutchinson,
Lake City,
Luverne,
Melrose,
St. James,
Sauk Center,
Thief River Falls,
Two Harbors,
Waseca.

MISSISSIPPI:
Canton,
Grenada.

MISSOURI:
Bonne Terre,
Kirkwood,
Lexington,
Monett,
Richmond,
W. Plains.

MONTANA:
Red Ledge,
Whitefish.

NEBRASKA:
Broken Bow,
Chadron,
Gering,
Superior,
University Place.

NEVADA:
Sparks.

NEW HAMPSHIRE:
Littleton,
Milford,
Northumberland.

NEW JERSEY:
Bergenfield,
Bordentown,
Fairview,
Flemington,
Freehold,
Glen Ridge,
Hightstown,
Merchantville,
Metuchen,
Ocean City,
Prospect Park.
Westwood,
Wildwood.

NEW MEXICO:
E. Las Vegas.

NEW YORK:
Avon,
Baldwinsville,
Bronxville,
Canastota,
Canton,
Dobbs Ferry,
Frankfort,
Gowanda,
Hamburg,
Kenmore,
Le Roy,
Lyons,
Mount Kisco,
Oswego,
Patchogue,
Penn Yan,
Sag Harbor,
Scotia,
Spring Valley,
Suffern,
Waterford,
Walton,
Westfield,
Whitesboro.

NORTH CAROLINA:
Hendersonville,
Lincolnton,
Morehead City.

NORTH DAKOTA:
Wahpeton,
Williston.

OHIO:
Barnesville,
Bedford,
Berea,
Bryan,
Celina,
Crestline,
Crooksville,
Fairport,
Greenfield,
Medina,
Maumee,
Montpelier,
Orrville,
Salineville,
Shadyside,
Willard.

OKLAHOMA:
Claremore,
Cleveland,
Commerce,
Elk City,
Frederick,
Mangum,
Perry,
Poteau,
Purcell,
Sand Springs,
Stillwater,
Wynona.

OREGON:
Albany,
Hood River,
Marshfield,
McMinnville,
Roseburg.

PENNSYLVANIA:
Ambler,
Athens,
Barrington,
Beaver,
Bellefonte,
Bellwood,
Birdsboro,
Boyertown,
Brackenridge,
Catasauqua,
Coudersport,
Copley,
Downington,
Doylestown,
E. Stroudsburg,
Elizabeth,
Elizabethtown,
Ellsworth,
Freedom,
Galeton,
Grove City,
Hamburg,
Hellertown,
Honesdale,
Ingram,
Jenkintown,
Mechanicsburg,
Monaca,
Mount Union,
Nazareth,
Northumberland,
Oakmont,
Parnassus,
Portage,
Reynoldsville,
Shippensburg,
S. W. Greensburg.

RHODE ISLAND:
Tiverton.

SOUTH CAROLINA:
Alberville,
Beaufort,
Summerville.

TEXAS:
Honey Grove,
Mercedes,
Mission,
Quanah,
Pittsburg,
Teague.

VERMONT:
Middleburg,
Richford.

WASHINGTON:
Chehalis,
Ellensburg,
Pasco,
Port Townsend
Renton,
Roslyn,
Sedro-Wooley,
Toppenish.

WEST VIRGINIA:
Richwood,
St. Albans,
Salem,
Sistersville,
South Charleston,
Welch,
Wellsburg.

WISCONSIN:
Berlin,
Burlington,
Clintonville,
Edgerton,
Hurley,
New London,
Oconomowoc,
Plymouth,
Reedsburg,
Richland Center,
Ripon,
Sturgeon Bay,
Tomahawk,
Waupaca,
Waupun.

WYOMING:
Evanston.

THE TIME was when few fields were open to women for remunerative service. Teaching was the one great, and about the only, opportunity for women to earn an independent livelihood. The condition is different now. Less than eight per cent of the 8,549,000 women listed by the last Census as gainfully employed were teachers. Against the 658,000 in teaching we find 400,000 in other forms of "professional service," 900,000 in trade and transportation, 1,000,000 in agricultural and animal husbandry, 1,400,000 in clerical occupations and 2,000,000 in manufacturing and mechanical industries. Opportunities aplenty at good compensation are available for capable women today which involve a much less rigorous training than the better-paid teachers of today must undergo. Since over eighty-six per cent of all teachers are women, and the percentage is increasing, it is apparent the teaching profession now suffers keen competition from other fields. No longer can the Nation trade upon the fact that the teaching profession is the only remunerative opportunity open to women.—*Better Salaries—Better Citizens, The Journal of the National Education Association, May, 1923, p. 207.*

Selected Bibliography on Salaries

Teachers and School Executives may obtain current salary information by addressing the Secretary of the National Education Association. See page 21 of this Bulletin under *Special Salary Service*.

ALEXANDER AND THEISEN. *Campaigns for Teachers' Salaries.* Educational Review, October, 1920, pages 190–204.

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HART, IRVING H. *The Teachers' Wage.* Journal of the National Education Association, Vol. XI, No. 3, page 97, March, 1922.

A local study in which the salary increases received in one state (Nebraska) are compared with the rise in the cost of living.

NATIONAL EDUCATION ASSOCIATION. *Teachers' Salaries and Salary Schedules in the United States, 1918–19.* Commission Series No. 6, 1919, 170 pages.

Material in this study carried on under the direction of E. S. Evenden, will be valuable to the members of salary committees. It is now out of print, but may be obtained from libraries.

NATIONAL EDUCATION ASSOCIATION. *Salary Schedules, 1920-21; cities of the United States of 100,000 population or over.* Bulletin No. 19. 32 pages.

A survey of the minima, maxima, and annual increments of the salary schedules of forty-eight of the sixty-eight cities of this class, prepared under the direction of Superintendent Frank W. Ballou.

NATIONAL EDUCATION ASSOCIATION. Bulletin One of the Research Division, *Facts on the Cost of Public Education and What They Mean,* June, 1922, 66 pages.

Gives minima and maxima of salary schedules in effect in cities in 1921–22.

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A brief statement of the operation of single salary schedules as revealed by answers to questionnaires sent to a number of cities with single salary schedules.

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Gives for the year 1921–22 the minima and maxima salaries paid elementary and junior high school teachers and principals in a number of cities of all sizes.

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WADE, MAY. *Teacher-Rating and the Single Salary Schedule.* National League of Teachers' Associations, Bulletin of the President, April, 1923, pages 17–24.

Describes features of a single salary schedule worked out by a committee of the Teachers' Association of Berkeley, California, which received the approval of the teaching staff.

IT MAY be the result of the example set by the National Education Association or it may be the result of a new attitude towards a great profession but, in any event, it is the fact that American teachers have suddenly sensed the value of closer co-operation for the common welfare and awakened to the possibility of lending substantial aid to that movement which has better public schools as its ultimate goal. By the formation, in many states, of research councils, the teachers are serving notice both of their readiness to undertake a scientific study of educational problems and of their appreciation of the largely increased confidence placed in them by those who have the administration of the schools in charge.

It is no light responsibility that the teachers have thus assumed. What good will come from all these efforts it is much too early to determine. But it is not without significance that the whole movement has the enthusiastic support of the Nation's educational leaders. In the high places today there is full realization of the worth of the assistance which teachers can render and a disposition to leave to the teachers themselves the solution of strictly teaching problems. To a greater extent than ever before education is now a community enterprise which cannot be wholly successful unless it enlists the interested cooperation of parents, children, superintendents and teachers. Meanwhile, the research department of the N. E. A. is already functioning.—*Selected from an editorial in the Christian Science Monitor.*